

ABSTRACT

Human Resources (HR) has an important role as a potential driver of all the activities of the company. Each company should be able to establish, maintain and improve the quality of performance of human resources. One of the way that should be done by the company in improving the quality of performance is by paying attention to its employees with work motivation. In addition, the most important thing that companies have to do is find a way to make their employees to be enjoy with their work so they can do their work without feeling any pressure.

This research was conducted at PT Semen Padang Bureau of Public Works using motivation as the independent variable and performance as the dependent variable. The purpose of this study to determine how the influence of work motivation (Need for Achievement, Need for Affiliation, Need for Power) on the performance of employees of PT Semen Padang Bureau of Public Works. This research is descriptive and causal. Analysis of the data used is descriptive analysis, multiple linear analysis, simultaneous hypothesis test (test F), partial hypothesis test (T-test) and the determinant coefficient (R^2 test).

Based on the results of a questionnaire with 60 respondents, the assessment of employees' motivation to work in the high category and assessment of the performance of employees is included in the very high category. On the results of hypothesis testing can be concluded that the motivation variable (X) simultaneously and partially significant effect on employee performance (Y). On the test results the coefficient of determination (R^2 test) obtained 0.663. This shows that the influence of work motivation on employee performance amounted to 66.3%, while the remaining 33.7% is influenced by other variables not examined in this study.

Keywords : motivation, employee performance