

## **ABSTRACT**

*Human resource is an important factor in determining the success of the company, the company should be able to realize the wishes and needs of employees through the provision of motivation so as to enhance high performance for its employees. As performed by PT. Telkom access Solo writers interested in researching the effect of work motivation on employee performance (a case study on access PT.Telkom Solo)*

*This study aims to determine how the influence of motivation consists of intrinsic motivation and extrinsic motivation either simultaneously or partially on employee performance Telkom region Access Solo.*

*This study uses quantitative methods and questionnaires as data retrieval tool. Analysis of the data used is descriptive analysis, multiple linear regression analysis, hypothesis testing simultaneously (test F), partial hypothesis test (T-test), and the coefficient of determination (R<sup>2</sup>). Sampling technique used is the sample saturated with 35 respondents permanent employees PT.Telkom Access Solo.*

*Based on the results of data processing, it is known that motivation variable (X) consisting of intrinsic motivation (X1) and extrinsic motivation (X2) simultaneously and partially significant effect on employee performance (Y). On the test results, the coefficient of determination (R<sup>2</sup>) obtained the value of 0.406. This shows that the influence of work motivation on employee performance is 40.6%. While the remaining 59.4% is influenced by other variables besides contributing Intrinsic motivation (X1) and Extrinsic Motivation (X2) are not examined in this study.*

*It was concluded that the company needed to motivate employees to improve employee performance PT.Telkom Access Solo.*

***Keywords: motivation, intrinsic motivation, extrinsic motivation, performance***