

ABSTRACT

In the organization and institution of human resources (HR), it is an important factor in one company that can not be separated from the performance of employees. To obtain good performance, it is necessary to improve employee motivation. In developing the organization, people are focused on how developing business, while the management of human resources is still get in less attention. The company creates an environment that is makes comfortable and motivating the employees with the intention to keeping the spirit of work and provide maximum performance. The purpose of this study was to determine the influence of work motivation on employee performance in Bandung local water company . This study uses quantitative methods to the type of research uses descriptive and causal. Respondents study amounted to 90 people with a sampling technique that proportionate random sampling. Data analysis technique used in this study is descriptive analysis and simple linear regression analysis and managed the data using SPSS 2.0 application assistance.

Based on the results of descriptive analysis, employee motivation in Tirtawening local water company of Bandung in both categories is present with a percentage of 76.91% and the performance is in the excellent category is present with a percentage of 85.11%. The test results can be proved that the simple linear: Work Motivation effect on employee performance in Tirtawening local water company of Bandung. Based on the calculation of the data, obtained tcount for motivation variable (X) of 3.428 and ttabel1,660. Based on calculations significance test showed Sig 0,01 thitung it means that the motivation (X) partially significant effect on performance (Y). The result of the coefficient of determination (r^2) can be seen that the motivational effect on the performance of 11.8%. While the remaining 88.2% of employee performance is influenced by other variables not examined in this study.

Keyword : *Motivation To Work, performance of employees*