

ABSTRACT

Human resources in a company has an important role in achieving the goals set by the company. The goal is achieved by the good performance of all elements within the company that are no exception human resources or employees. It does not occur maximally in MAHATMA Group where the target that has been set is still below that expected from the company against its employees.

This study aims to determine the factors - factors of any organization that can encourage employee performance. This research uses quantitative method approach with data analysis technique of factor analysis. The data obtained through the spreading of questionnaires to 22 respondents employees.

From the processed data results, there are 3 components with the value of 6.690, 1.832 and 1111. Component 1 can explain 51.461% of 13 Component 2 variance can explain 14.092% of 13 Component 3 variance can explain by 8.607% of 13 variance. It can be said that the three components represent the original factor with a total percentage of 73.62%.

All Component is a new factor which then formed into 3 new factors that is the managerial factor of the company with the accuracy of the numbers formed into a factor has a high correlation of 0.668, corporate procedural factors with the accuracy of numbers formed into a factor has a high correlation of 0.824, Company policy with the accuracy of the numbers formed into a factor has a high correlation of 0.844.

Based on the results of the study is recommended to change the existing leadership methods or patterns. Next is to perform an evaluation of an existing and running procedure. Next is recommended to create a better policy.

Keyword : Factor Analysis, Organizational Factors, Employee Performance