

## **ABSTRACT**

*Human resources are the most important asset in a company to get success of an organization/ company. To achieve the company's success, employees must have factors that encourage individuals in order to maximize employee performance. One of the factors that influence employee performance is motivation.*

*This study aims to determine the effect of motivation on employee performance in research and development unit of PT Kimia Farma (Persero) TBK Bandung. The method used in this research is quantitative with the type of descriptive and verificative analysis research. Respondents in this study were 31 employees in research and development unit of PT Kimia Farma (Persero) TBK Bandung with sampling method that is total sampling . While the method of analysis used in this research is a simple linear regression analysis at the level of significance of 5%. The program used in in this research is Statistical Package for Social Sciences (SPSS) Ver.23.00.*

*Based on the results of research shows that the motivation and employee performance in research and development unit of PT Kimia Farma (Persero) Tbk Bandung included the good category. The results also show that motivation has an effect on employee performance. In addition, the magnitude of the influence of motivation in giving influence on employee performance is 42.8%. So the higher the motivation given the higher the employee performance.*

**Keywords:** *Motivation, Employee Performance, Intern Factor, Extern Factor.*