ABSTRACT

This research involves two kind of variables: independent variable that are need for achievement (X1), need for power (X2) and need for affiliation (X3) from McClelland theory and dependent variable that is employee performance (Y) from Benardin and Russel theory. This study purpose is to find out how high the need for achievement, need for power, and need for affiliation and how much it influence employee performance in the company. The company employee's performance is deemed quiet good and motivation is one factor to increase it. The existing problem related to this research is the decrease number of employee motivation seen from the decreasing number of employees asking for two hours and four hours additional break leave.

The populations used in this study are permanent employees in PT. Wilmar International Ltd Indonesia, Jakarta branch. The sampling technique used is judgment sampling with the number of samples of 240 respondents. The study was conducted in the observation period of 2017 to 2018. The type of research used in this study is quantitative research. The research method used in this study is the analysis of level values, normality test, multiple linear regression, F test, T test, and coefficient of determination.

Based on the results of this study, the analysis of levels indicate that the company has a very high category in need for achivement with an average percentage of 89.68%, very high category in need for power of 87.76%, very high category in need for affiliation of 87.08% and also a very high category in performance with an average percentage of 89.15%. Therefore, the company branch have theory of needs and performance with the average value of very high category in the continuum line of research. Theory of needs practiced in the company simultaneously affect performance significantly with determination coefficient of 17.1%.

Keywords: need for achievement, need for power, need for affiliation, employee performance