ABSTRACT

Human resources in the organization is very important because it acts as the control center of all activities and activities in achieving organizational goals and to maintain the survival of the organization. Therefore, the unstable working motivation can affect the employee performance itself. This study aims to determine and analyze the factors of employee performance at the Regional Revenue Management Agency of Bandung.

This research uses quantitative method with descriptive research type. Sampling is done by probability sampling technique with proportionate stratified random sampling method with the number of 76. Data analysis technique used is 'factor analysis technique' to know every dominant factor of employee motivation at Bandung Revenue Management Board.

This study resulted in the formation of three components of motivating factors such as, work Responsibility and Ambition, career system and environtment. Where the biggest factor component is the Responsibility and Ambition with the percentage of 54.36%.

Keywords: Responsibility and Ambition, Career System, Environment and Work Motivation