

ABSTRACT

Human Resource Management is an effort to manage human resources carried out by influencing the behavior, attitudes, and performance of employees through policies and systems owned by the company. Employee performance is result or achievement of employees and is part of incorporation of important factors from each individual. As the breadth of human resource management, this research was conducted at PT Kereta Api Indonesia (Persero) by using performance on Generation X and Generation Y as a independent variables this research is quantitative research. Data collection techniques use questionnaire aids with the likert measurement scale distributed to 30 Generation X and Generation Y who are employees of PT Kereta Api Indonesia (Persero). The sampling techniques using the Non Probability Method, while the analysis technique use descriptive analysis.

There is significant difference between employee performances preferences between generation X and generation Y which is characterized by questionnaire data using Mann Whitney Test which is 69.7 % in generation X which is shows that collaboration affects the performance result and generation Y 85.8% which shows reliability in work affects performances result. So, companies must pay attention to collaboration in the generation X team and increase the reliability of Generation Y.

Keywords: *Performance, Human Resource Management, Generation X, Generation Y, Preference*