

ABSTRACT

In a company the employee will provide the best performance if the employee is motivated, and motivation will arise if all employee needs are met. According to Koldalkar (in Hamali, 2016: 131) motivation is a desire caused by needs, desires and willingness to encourage an individual to use physically and mentally to achieve a maximum performance or goal.

This study aims to determine how the conditions of work motivation and employee performance conditions, and to determine the effect of motivation on employee performance at PT PLN (Persero) Distribution West Java and Banten. The approach used in this study is quantitative with the type of descriptive causality research. Respondents in this study amounted to 72 people, the number of respondents was obtained by using probability sampling techniques. The analysis technique used is simple regression analysis.

The results of the descriptive analysis showed that motivation obtained an average yield of 77.30% in the good category. And on employee performance obtain an average yield of 78.10% in the good category. Based on the results of the t test, it shows that $t_{count} (4,432) > t_{table} (1,997)$ and at significance $0,000 < 0,05$. The magnitude of the contribution of independent variables (motivation) to employee performance is seen from the coefficient of determination (KD) which is equal to 22.4%.

Based on these results, the conclusion of this study is that the motivation and performance of employees at PT (PLN) Persero Distribution West Java and Banten are good. Furthermore, research proves that motivation has a significant positive effect on employee performance by showing that $t_{count} (4.432) > t_{table} (1.997)$ and at significance $0.000 < 0.05$ and contribution of 22.4% and the remaining 77.6% is influenced by other factors not examined in this study .

Keywords: Motivation, Employee Performance, Human Resources