

ABSTRACT

Human Resources is one of the important factors in a company. Facing the globalization, the success or failure of a company depends on the ability of human resources to carry out their duties. So that each company is required to optimize the capabilities HR. Related to this, there are several factors that can affect the optimal performance of the company, one of which is work motivation. The higher the work motivation in a company, the more optimal employee performance will be at the company.

This study aims to determine the effect of work motivation on the performance of employees of PT Telekomunikasi Indonesia, Tbk. Solo Witel. This type of research is quantitative and uses descriptive analysis methods. While the data analysis technique used is simple linear regression analysis.

Based on the results of the study, it can be concluded that the respondent's response to the employee performance variable has a percentage of 75.7%, which is included in the good category, and the work motivation variable scores 75.3% and is included in the good category. In addition, it is also known that work motivation has a significant effect on employee performance with a percentage of 21.7%. These results can be interpreted that with increasing work motivation will influence to improve employee performance at the company.

Keyword : work motivation, employee performance, human resources