

ABSTRACT

Employee performance is one of the important factors to achieve company goals. One of the factors to improve the employee performances is giving motivation for work. As for the form of motivational work among them is the fulfillment of the needs. One of the theories the fulfillment of needs is hygiene factors and motivators factors.

The purpose of this research is to know in a descriptive the value of hygiene factors, motivator factors, and employee performances. In addition, the other goal is to figure out the significance of the influence of hygiene factors and motivators factors on employee performance of Group II in Indusrti Hilir Teh PT Perkebunan Nusantara VIII partially and also simultaneous.

This type of research based on the data is quantitative research, while based on the type of research is descriptive research, and based on the goal is verification research. The respondents in this study amounted to 30 employees. Type of data collection using the questionnaire and conduct studies of the literature. The sampling that it use is census and hypothesis testing that using descriptive analysis processed through Microsoft Excel and multiple regression analysis processed through software SPSS.

Based on the results of the data, it was knew that the variable of hygiene factors in this company was good rated by employees with score 72,62%. The variable of motivator factors in this company was good rated by employees with 72,68% of value. The variable performance was good rated by employees with 77,57% of value. While the result of the influence test it showed that no significant effect between hygiene factors and motivator factors on performance of employees with the t-score for -0.432 which is smaller than t-table for 2,052. While influence tests of motivator factors to employee performance have significant influence with t-score 2,238 which is wider than t-table for 2,052. It also found that simultaneous influence tests compared hygiene factors and motivator factors to performance have insignificant influence with F score 2,931. It is fewer than F table for 3,35.

Based on the results of the study, authors suggest to improve employee performance in this company. It is better to this company to add facilities such as canteen and prayer room so the employee could manage their time efficiently. Furthermore, this company should keep their quality of the program they made related to motivator factors.

Keyword: Hygiene Factors, Motivator Factors, Employee Performance