

ABSTRACT

Human Resources are the key where many organizational movers are influenced by other resources, and the role of their functions is very supportive for the success of the organization. This research was carried out in the Paraxylene Refinery Section of PT. Pertamina (Persero) RU IV Cilacap. The purpose of this study was to determine the effect of work motivation on the performance of employees in the Paraxylene Refinery PT. Pertamina (Persero) RU IV Cilacap.

This study uses a quantitative method with a type of descriptive-causal research. Sampling is done by non-probability sampling with the number of respondents as many as 70 respondents. The data analysis technique used is descriptive analysis, Method of Successive Interval (MSI), classic assumption test and simple linear regression analysis. Based on the results of testing the hypothesis it can be concluded that there is a significant effect between work motivation and the performance of employees in the PT Pertamina (Persero) RU IV Cilacap Paraxylene Refinery section. This is evidenced by $t_{count} (8.844) > t_{table} (1.995)$, which means H_1 is accepted.

Based on the determination coefficient, it was found that the work motivation of employees at PT Pertamina (Persero) RU IV Cilacap in the Paraxylene Refinery section was 0.535 or 53.5% and the remaining 46.5% was influenced by other variables not examined.

Keywords : *Work Motivation, Employee Performance*