ABSTRACT

PT ANTAM Tbk is one of the companies engaged in the mining industry, where the mining industry is the largest contributor to natural resource non-tax revenues (PNPB) in 2016. Good corporate performance requires support in the form of good performance as well as all elements especially its employees. Based on data from ANTAM's Human Capital Management Division, the performance in 2014-2016 employees tended to increase even though it had declined in 2017. Therefore, this study aims to determine the dominant factors that drive employee performance at PT ANTAM Tbk.

This study uses 13 factors proposed by Gibson et al and four factors proposed by Prawirosentono. Then, the method used in this study is a quantitative method with a type of descriptive research. The samples in this study were employees of the division of Human Capital Management, Organization Effectiveness and Development, Corporate Social Responsibility, and Marketing of PT ANTAM Tbk. There were 54 respondents. Furthermore, the sampling technique used is probability sampling with a type of simple random sampling.

Based on the results of the study, it was found that there were 16 factors driving performance of PT ANTAM Tbk. With dominant factors including Discipline Factors with a factor loading of 0.798, ability and skill factors with a factor loading of 0.900, Perception factors with a loading factor of 0.800 and finally Learning factors with a factor loading of 0.870

.

Keywords: *Factor analysis, employee performance*, PT ANTAM Tbk