

ABSTRACT

Human resources in the organization is very important because it acts as the control center of all activities and activities in achieving organizational goals and to maintain the survival of the organization. Therefore, the unstable working motivation can affect the employee performance itself. This study aims to determine and analyze the factors of employee performance at the PT.Telekomunikasi Seluler (Telkomsel) Medan Sumatera Utara.

This research uses quantitative methods with the type of descriptive research. Sampling was carried out using probability sampling technique with simple random sampling. The data analysis technique to find out each dominant factor of employee motivation in the company PT Telekomunikasi seluler (Telkomsel) Medan Sumatera Utara.

*This study research resulted in the formation of two components of the formation of work motivation, namely *Needs* and *Skills* and *Development*. Where the biggest factor component is the *Needs and skills* factor component of 85,2%.*

Keywords: Needs and Skills and Development.