

## ABSTARCK

*Human resources are key in determining the development of an organization. In order to achieve the organization's goals, the organization needs to pay attention to the performance of each employee it has. This research is based on empirical facts in the form of data on the performance of employees of the West Java Provincial Plantation Office that in 2019 as many as 1.9% of employees still have sufficient performance. Among the many factors that affect employee performance, work motivation is one of the important factors to improve employee performance in achieving the organization's goals. The retrieval of this factor is based on observations and supported by the data that has been collected. Therefore, the purpose of this research is to know and analyze how the motivation of work on employee performance in the Office of the Plantation Office of West Java Province, as well as to know the amount of influence of work motivation on employee performance.*

*The type of research used in this study is a quantitative method with the type of descriptive analysis being causal. Sampling used is non propbability sampling incidental sampling type. The sample was taken by 53 respondents at the West Java Provincial Plantation Office. The data collection techniques in this study used observations, interviews and the dissemination of questionnaires.*

*Based on the results of the study, it can be concluded that the respondent's response on the motivation of the employees of the West Java Provincial Plantation Office fell into the good category of 81.37%, while the respondent's response on the employee performance of the West Java Provincial Plantation Office fell into the good category of 79.15%. For work motivation and employee performance there is a positive and significant influence. Work motivation had a 30.7% impact on employee performance, while the remaining 69.3% was influenced by other variables not studied in the study. With increased work motivation can improve employee performance.*

**Keyword: Human Resource Management, Work Motivation, Employee Performance**