

ABSTRAK

Human resources play an important role in organizational development in the current era of globalization, the progress of a company depends on the human resources that exist within the company. To improve employee and company performance in achieving predetermined goals, companies must pay attention to indicators that affect performance. The purpose of this study was to determine how coaching and work motivation influence the employee performance of the Human Resources Directorate of PT Pos Indonesia Bandung.

The method used in this study is quantitative with descriptive and causal research types and sampling using saturated sampling. The sample used in this study amounted to 35 employees of the Directorate of Human Resources PT Pos Indonesia Bandung. Data collection techniques used are interviews, questionnaires, literature study and data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Based on the research results, it shows that coaching and work motivation of employees at the Human Resources Directorate of PT Pos Indonesia Bandung are included in the good category. Meanwhile, the partial hypothesis test results show that coaching has a positive and significant effect on employee performance and work motivation has a positive and significant effect partially on employee performance. The amount of influence of coaching and work motivation on employee performance at the Human Resources Directorate of PT Pos Indonesia Bandung is 88.1%, while the remaining 11.9% is influenced by other variables not examined in this study.

Keywords: *Coaching, Work Motivation, Employee Performance*