

ABSTRACT

Companies set organizational goals and plans are profitless, if human resources are not considered. The case affect the company to achieve goals, can be assessed by employee performance. Factors can affect employee performance include motivation and job satisfaction. This study aims to determine and analyze the effect of motivation and job satisfaction on employee performance at PT. Telkom Bandung Pension Fund partially or simultaneously.

The research method used is quantitative method, using descriptive and causal method. To collect data, this research used questionnaire tools distributed to a sample of 75 respondents. The data analysis technique used in this research is descriptive analysis and multiple linear regression analysis.

Based on the results of descriptive analysis show motivation, job satisfaction and employee performance at PT. Telkom Bandung Pension Fund are included in the high category. Then, The results also show that motivation and job satisfaction have a good effect partially, as well as simultaneously on the performance of employees at PT. Telkom Bandung Pension Fund.

Keywords: *Motivation, Job Satisfaction, Employee Performance*