

ABSTRACT

Covid-19 pandemic in Indonesia has an impact on almost every aspect, one of which is the economic aspect. According to BPS data in 2020 economic growth in Indonesia decreased by -4.19%, and one of the industries that got its impact was property industry. Unfortunately, during the current pandemic, property industries face many declined projects and many companies engaged in property were reducing the number of employees due to economic crisis.

Human resource management is a Science to explain how to organize and build and planning every relationship of employees to make more effective and efficient to achieve the objectives of the company that has been set. The need of human resource management as well as for planning, organizing, briefing, control, procurement, development, compensation, maintenance as to give discipline which all basically from employee. Based on interview conducted by the author at PT Sanghyang Dayahusu in January 2021 that motivation is crucial for the company. beside other factor that may affect the business. The author found based on the interview employee at PT Sanghyang Dayahusu answered that company goals and performance is basically reducing due to employee performance.

The phenomenon in this study is further explored using quantitative method and the data is being collected through answer from questionnaires from employee. The data source for this study are from primary data and secondary data. The technique in this study also being processed through descriptive analysis, classic assumption test, simple linear regression analysis, and hypothesis testing as well to through validity and reliability test.

The result of the study showed that variable motivation has high influence toward employee performance at PT Sanghyang Dayahusu as the result are seen as well that employee has a high percentage both of motivation and employee performance itself.

Based on the result in this study, the author expects there will be further study about motivation and employee performance and are more explored the influence from motivation toward employee performance in the same business line or other business that is owned by private as well to see another variable that can influence employee performance

Keyword: motivation, employee, employee performance