

ABSTRACT

PT. Harapan Sawit Lestari is a company engaged in oil palm plantations and is part of PT. Cargill Group. The conditions faced by PT Harapan Sawit Lestari related to perceived organizational support and intrinsic motivation found by the writer through preliminary test and resulted in high level of perceived organizational support and a high level of intrinsic motivation.

This study aims to determine the influence of perceived organizational support on employee performance and influence of intrinsic motivation on employee performance in PT Harapan Sawit Lestari.

Research methods used in this study is a quantitative method with type of research is descriptive and associative. Data collection in this study was obtained from 150 employees by distributing questionnaires and the questionnaires used in this study has 36 statements with 6 likert scale. The sampling method used in this study is nonprobability sampling with a saturated sampling technique. In explaining the result of the research, the data analysis technique used was descriptive analysis and path analysis.

This study used a classic assumption test consisting of normality test, heteroscedasticity test and multicollinearity test. The result obtained in this study indicate that perceived organizational support and intrinsic motivation significant positive influence on employee performance. This result has been proven based on the hypothesis that rejects H_0 .

Coefficient of determination in this study obtained that that perceived organizational support and intrinsic motivation significant positive influence on employee performance at PT Harapan Sawit Lestari with the R square value of 0,571 or 57,1%. The results of this study will be input for PT Harapan Sawit Lestari to always manage and maintain the level of performance by always paying attention to employee welfare.

Keywords: *Perceived Organizational Support, Intrinsic Motivation, Employee Performance*