

ABSTRACT

PT Telekomunikasi Indonesia has a dual role where on the one hand as a business that must generate profits and on the other as a supporter of development, which requires PT Telkom to choose better performance for the benefit of its customers. Companies need to have the ability and readiness to adapt to all changes that occur. Motivation is an aspect that can affect employee performance. This research was conducted to determine the effect on employee performance at PT Telkom Witel Purwokerto.

This research uses descriptive and causal quantitative research methods. Sampling was done by using saturated sampling technique, with the number of respondents as many as 43 employees of PT Telkom Witel Purwokerto. The data analysis technique used is descriptive analysis and simple linear regression analysis using IBM SPSS 23.

Based on the results of the analysis carried out by researchers in the study of Motivation with Employee Performance at PT Telkom Witel Purwokerto, the results of a descriptive analysis of the motivation variable are included in the high category and the employee performance variable is included in the high category. Motivation has a significant and positive effect on employee performance at PT Telkom Witel Purwokerto, which is 51.8%, while the remaining 48.2% employee performance at PT Telkom Witel Purwokerto is influenced by other variables not examined.

The conclusion of this study, the variable Motivation and Employee Performance of PT Telkom Witel Purwokerto is in the high category, and motivation has a significant effect. To be able to improve employee performance, it is suggested to PT Telkom Witel Purwokerto to be able to motivate employees to be able to improve performance, for example by providing salary bonuses and prizes for outstanding employees.

Keywords: Motivation, Employee Performance, PT Telkom Witel Purwokerto