

ABSTRACT

The purpose of this study is determine the effect of motivation on the performance of BNNP West Java employees. SDM is one of the important factors in an agency. one of the factors that can affect optimal performance in one agency is motivation. The higher the motivation in one organization, the more optimal employee performance in the agency.

This study uses quantitative methods with descriptive causal research types. Sampling with prabability sampling, with 75 respondents. Data analysis techniques used are descriptive analysis and simple linear regression analysis.

Based on the results of the t test, motivation has a significant effect on the performance of BNNP West Java employee. Proven by t Hitung >t Tabel (4,157>1,990). based on the coefficient of determination the effect of motivation on employee performance is 22.6% and the remaining 77.4% is influenced by other variables not examined in this study.

The conclusion of this study, the responses of respondents to the variable employee performance by 79% included in the good category and the motivation variable of 76% included in the good category. but there are some things that need to be corrected such as giving sanctions to employees who are late and providing adequate facilities to employees to increase work motivation.

Keywords: employee performance, work motivation, human resources.