

ABSTRACT

PT Dirgantara Indonesia is a state-owned company engaged in aerospace. In this company there is a Division of Human Resources that aims to manage resources in the company, the importance of Human Resource management to improve employee performance, this is used as an evaluation material for companies to make continuous improvements for employees in the company. Based on the explanation above, the purpose of this study is to look for the dominant factors that drive employee performance

This study uses descriptive research with quantitative methods. The population used in this study was 56 employees with a total sample of 56 employees. The sampling technique used is probability sampling technique. Data collection was carried out in this study through primary data and secondary data with data analysis techniques using factor analysis.

The results of the study state that the performance factors that support the performance of the Human Resources Division employees at PT Dirgantara Indonesia are individual abilities, efforts that are devoted, organizational environment motivation, targets, quality, time of completion and obedient principles, effectiveness, authority, discipline, and initiative. Based on the results of factor analysis shows that there are two new components that form employee performance factors, the two components formed are motivational factors and completion time factors.

The conclusion of this study, the performance factors of employees in the Human Resources Division in the company PT Dirgantara Indonesia fall into the good category, but there are several factors that need to be improved such as individual abilities and principles.

Keywords: *employee performance, factor analysis, individual abilities, effort devoted, organizational environment, motivation, target, quality, time of completion, principles, effectiveness, authority, discipline, and initiative.*