

ABSTRACT

Human resources is one important factor in the process of development of a company because without the support of competent human resources, the purpose of achievement of the target company will not be achieved effectively and efficiently. The research was conducted at PT Telekomunikasi Indonesia, Tbk Witel Tangerang BSD using the motivation of generation X and generation Y as the independent variable and the performance as the dependent variable. This research is a quantitative research. Data collection technique used tools with measurement scale Likert questionnaire that was distributed to 56 Gen X and Gen 16 who are permanent employees. The sampling technique is proportionate stratified random sampling method. The technique of analysis using descriptive analysis, path analysis. The variables studied were motivated by three sub variables: need for achievement, need for affiliation and need for power.

The results of this research showed that simultaneous and partial significant influence on employee performance in PT Telekomunikasi Indonesia, Tbk Witel BSD Tangerang. Simultaneously motivational variables on the generation X on employee performance 69,5% and the remaining 30,5% is influenced by other factors outside the ditelti varibael that affect employee performance. Variables simultaneously motivate Generation Y on the performance of employees is 76,8% and the remaining 23,2% is influenced by other factors outside varibael studied that affect employee performance.

Keywords: Motivation, Generation X, Generation Y, Performance