

ABSTRACT

Motivation is an important thing for someone to have the spirit on reaching or do something, same goes with working, motivation became an important factor on working and very influential to the performance. if high motivation will go hand in hand with high performance, it doesn't seem to work the same way with employee of X's Company Head Office Jakarta, based on late of attendance data and performance data employee have low motivation, but still having enough performance.

This research is done in Jakarta with employee of X's Head Office with motivation as the independent variable that is divided into intrinsic motivation and extrinsic motivation and the performance as the dependent variable. The purpose of this research is to find out how the level of intrinsic motivation, extrinsic motivation and performance of employee of X's Company Head Office Jakarta and to see the influence of intrinsic motivation and extrinsic motivation on performance of the employee of X's Company Head Office Jakarta

The population of this research is 162 active employees of X's Company Head Office Jakarta, and 115 were chosen, for determine the number of sample using Slovin formula. The used technique of this research is non-probability sampling with convenience sampling methods. The analysis methods of this research used is quantitative methods with the type of descriptive research and multiple linear regression analysis.

This research shows that intrinsic motivation have a partially significant on performance, while extrinsic motivation doesn't have a partially significant influence on performance, and the other result both of intrinsic motivation and extrinsic motivation have a positive significant influence simultaneously on performance of employee of X's Company Head Office Jakarta.

The results of this research are expected to be used as consideration for future companies to understand the conditions of the intrinsic and extrinsic motivation of employees within the company, the suggestions for companies is to be able to roll their employees to other divisions, and adjust employee salaries with other similar companies. For further researchers, it is hoped that other variables can be used which are not discussed in this study so that other factors can affect employee performance.

Keywords: Intrinsic Motivation, Extrinsic Motivation, Performance