

## **ABSTRACT**

*The purpose of research is to know the influence of intrinsic motivation and employee satisfaction to the performance of employees of PT. Chandra Asri Petrochemical, Tbk.*

*The research methodology used is a quantitative method. The research variables are motivation and job satisfaction as independent variables and employee performance as dependent variables. The data collection method was carried out by spreading the questionnaire to 335 Respondents as research samples. The data analysis techniques used in this study are descriptive analysis and pathway analysis using IBM SPSS 20.*

*Based on employee performance assessments conducted by the company in the years 2016, 2017, 2018 and 2019 found the average value of employee performance is C (Meet the target). The results of the coefficient of determination obtained in this study indicate that intrinsic motivation and job satisfaction have a significant effect on the performance of the employees of PT. Chandra Asri Petrochemical Tbk., with a value of 0.378 or 37.8%.*

*Keywords: motivation, job satisfaction, employee performance*