

## **ABSTRACT**

*The phenomenon of PT Telkom Indonesia Situbondo employees still has employees who are not motivated to work, namely arriving not on time, the absence system used is an online system so that there are still employees who leave absences to their co-workers if the employee is still on the way to the office. In addition, employees can also perform absences in different offices in the city. Therefore, companies can encourage employees to have high motivation to achieve company goals. Based on this background, researchers want. The research uses a quantitative method, where to obtain the required data, a questionnaire is distributed to 60 employees as a sample. After the data was collected, it was processed with statistical tools, namely by using simple linear regression. Based on the research results, the following conclusions is motivation (employee involvement) at PT Telkom Situbondo is in the very high category with a percentage of 84.46%. Employee performance at PT Telkom Situbondo is in the very high category with a percentage of 85.71%. There is an influence between motivation on the performance of employees of PT Telkom Situbondo of 43.2%.*

**Keywords: Motivation, Performance, Management**