

ABSTRACT

A good company is a company that is able to compete with competitors over time. Companies with good human resources can be capital that allows companies to actively compete with companies through performance and work performance. This research was carried out with the aim of knowing and explaining the existence motivation, relatedness motivation, growth motivation and employee performance, as well as analyzing the influence between variables simultaneously or partially on employee performance at the production department of PT Kyoraku Blowmolding Indonesia.

The method used in this study is quantitative with explanatory research and sampling using saturated sampling with a total of 45 employees of the production department of PT Kyoraku Blowmolding Indonesia. Data collection techniques used are interviews, questionnaires, literature study and data analysis techniques used are descriptive analysis and multiple linear regression analysis processed using SPSS ver.20 software.

The results showed that partially relatedness and growth motivation had a significant effect on employee performance, while existence motivation had no significant effect on employee performance. Work motivation which includes existence motivation, growth motivation, and relatedness motivation has a simultaneous effect on employee performance with the magnitude of the effect of 59.7% while the remaining 40.3% is influenced by other factors not examined in this study.

Keywords : *Existence motivation, relatedness motivation, growth motivation, Employee performance*