

ABSTRACT

This research aims to determine whether motivation and job satisfaction have a significant influence on the performance of employees at PT Menara Maritim Indonesia. The data used in this study is primary data obtained from questionnaire and direct observations. PT Menara Maritim Indonesia is a company consisting of 34 employees.

This study uses a quantitative approach with descriptive analysis and multiple linear regression analysis techniques. The sampling technique used in this study is non-probability sampling with a saturated sampling method, involving 30 employee respondents. Data analysis in this study is conducted using SPSS (Statistical Product and Service Solutions) version 25.

The results of the tests in this study indicate that the variables of motivation and job satisfaction both partially and simultaneously have a significant effect on employee performance. Thus, this study emphasizes the importance of motivation and job satisfaction in improving employee performance at PT Menara Maritim Indonesia.

Keywords: *Motivation, Employee Performance, Job Satisfaction*