

"The Effect of Work Motivation on Employee Performance Factory PTPN XII Business Unit Kalikempit Banyuwangi Regency "

Steffi Morinda Harsono ¹) , Ratih Puspitorini Yekti A , SE . MM ²) , Endro Sugiartono , SE , MM ³)

ABSTRACT

Humans are human resources has always played an active role in each company, the higher the better output performance and output quality is also produced by the company. This research was conducted in PTPN XII Kalikempit Business Unit, Glenmore, Banyuwangi. Data collection methods used in this study is the observation, questionnaires, interviews, and literature, while the number of respondents who were sampled by 40 respondents. The analysis technique used is multiple linear regression, analysis of determination, F test and t test. From the results of testing the tool SPSS 16.0 for Windows can be concluded that (1) From the results of the F test of regression testing can be concluded that acknowledged the independent variable (X1), Responsibility (X2), Top Achievement Recognition (X3), and Success in Work (X4) jointly have a significant effect on the dependent variable Employee Performance (Y). (2) Variable Award (X1) significantly affects employee performance variable (Y) on PTPN XII (Persero) Kalikempit Glenmore Business Unit. (3) Variable Responsibility (X2) has no significant effect on employee performance variable (Y) on PTPN XII (Persero) Kalikempit Glenmore Business Unit. (4) Variable Top Achievement Recognition (X3) is not a significant effect on employee performance variable (Y) on PTPN XII (Persero) Kalikempit Glenmore Business Unit. (5) The variable success In Work (X4) no significant effect on employee performance variable (Y) on PTPN XII (Persero) Kalikempit Glenmore Business Unit. (6) The most dominant variable in affecting employee performance on PTPN XII (Persero) Business Unit Kalikempit Glenmore is an Award (X1).

Keywords : Output Performance , Respect, Responsibility , Top Achievement Recognition and Success in Work

¹) Students Polytechnic of Jember , Department of Agribusiness Management , Program Management Agroindustri D - IV .

²) Lecturer Polytechnic of Jember , Department of Agribusiness Management , Program Management Agroindustri D - IV .

³) Lecturer Polytechnic of Jember , Department of Agribusiness Management , Program Management Agroindustri D - IV .