

ABSTRACT

Agus Indarto. 2015. Thesis. Title: " Motivation Effect on Employee Performance of PT. Duta Beton Mandiri Purwosari Pasuruan "

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Keywords : Intrinsic Motivation, Extrinsic Motivation, Performance

Motivation can come from inside or outside of somebody, according to the theory that is developed by Herzberg about motivation that there are two factors, namely the motivational factor and hygiene factor. The purpose of this study was to determine whether there was influence of intrinsic motivation and extrinsic motivation on employee performance. From this background, this research was done with the title " Motivation Effect on Employee Performance of PT. Duta Beton Mandiri Purwosari Pasuruan "

This study used data collection techniques that using accidental sampling with the population were all employees of PT. Duta Beton Mandiri. Data collection techniques used in this study was a questionnaire using a Likert scale, documentation and interviews. Data were analyzed with using validity, reliability test, multiple linear regression, simultaneous test and partial test.

The results showed the effect of variable intrinsic motivation and extrinsic motivation toward employee performance that was shown from the results of F-test of 20.518. Intrinsic motivation affected to the employees performance with T-test results of 2,602, as well as extrinsic motivation also affected the performance of employees with T-test result of 5.428. As for the dominant variable was a variable extrinsic motivation with a contribution of 53.5%.