

## ABSTRAK

Suhartin. 2011. SKRIPSI. "The Effect of Achievement Motivation Toward the Employees, working Achievement (A Study at PT Polowijo Gosari coarsesand)".

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Human Resources are very important element for any company, because the success or failure of a company depends on its human resources. By looking at the work performance of employees, it will be known whether the influence of needs motivational variables of physical needs (X1), security needs (X2), social needs (X3), award needs (X4), self-actualization needs (X5). The research objective was to analyze the influence of independent variables to dependent variables, and variables which are dominant. Motivation is defined as circumstances in the person of someone who encourages the desire of individuals to perform certain activities in order to achieve a goal. In order a person that is motivated to do something then the individual, needs should be known. This study refers to Maslow's hierarchy of needs and Rao theory.

The research was conducted at PT Polowijo Gosari coarse sand. There are 32 samples chosen at proportional random sampling. In this study the data analysis used were multiple linear regression model. Before performing the regression analysis, then tested the validity, reliability and test the assumptions of classical, so that the resulting data will be good.

Based on these results it can concluded that the employees need motivational variables (X1), security needs (X2), social needs (X3), award needs (X4), self-actualization needs (X5) simultaneously affecting the work performance of employees. While partially motivated physical needs (X1), an award needs (X4), self-actualization needs (X5) has a significant influence on the employees' achievement while security needs (X2), social needs (X3) do not affect the employee achievement. It is shown from the results of test calculations F (simultaneously) which shows that  $F_{count} > F_{table}$  and also from the calculation of the t-test results (partial) showing that  $T_{arithmetic} > T_{Table}$ . Variables that have the most dominant influence on employee job performance is a physical need (X1). It is shown from the calculation of the zero order of 0.718, so it can be concluded that motivation has an important role in improving the work performance of employees.