

ABSTRACT

Aminullah, 2014, THESIS. An analysis on the influence of motivation and workplace toward employees' performance (PT. Perkebunan Nusantara XII) branch of Malang.

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***Keywords:* motivation, workplace, performance**

Motivation and workplace is the important factors in increasing performance. Motivation is defined as a supporting factor for someone to have activity. Meanwhile, workplace is defined as something around the employees and it can influence them in conducting their tasks. There is possibly the different influence between motivation and workplace toward employees' performance in PT. Perkebunan Nusantara XII branch of Malang. The purpose of this study is to analyze the influence of motivation (X_1) and workplace (X_2) whether in simultaneous, partial and variable which has dominant influence toward employees' performance (Y) in PT. Perkebunan Nusantara XII branch of Malang.

This study used descriptive analysis approach with quantitative study design. Sampling in this study was saturated sampling (census) where the number of population is 40 respondents. Instrument of this study is questionnaire, and then obtained data was analyzed by using descriptive statistical and doubled linier regression, also partial regression.

The result of this study shows that motivation (X_1) and workplace (X_2) influences the performance of employees in PT. Perkebunan Nusantara XII branch of Malang simultaneously. It shown by the value of $F_{\text{calculation}} 10,339 \geq F_{\text{table}} 3,23$ and the significance is $0,000 \leq 0,05$. Partially, motivation has no influence toward employees' performance in PT. Perkebunan Nusantara XII branch of Malang. It is shown by the value of $t_{\text{calculation}} -0,654 \geq t_{\text{table}} -2,021$ and the significance is $0,517 \geq 0,05$. Meanwhile, workplace (X_2) partially influences the performance in PT. Perkebunan Nusantara XII branch of Malang. It shown with the value of $t_{\text{calculation}} 4,365 \geq t_{\text{table}} 2,021$ and the significance is $0,000 \leq 0,05$. The dominant variable based on simple correlation square shown by workplace variable (X_2) is by having contribution of 35,1%.