

## **ABSTRACT**

*PT. Telkom (WITEL Jabar) Bandung is one of the branches of the company which is located in Jalan Lembong No 11 – 13. PT Telkom (WITEL Jabar) Bandung is a company which engaged in telecommunication service that focused to home telephone service (fixed phone), PSTN (telephone networks), Speedy, Usee TV, Halo Card and there is also bundling package INDIHOME. Nowadays the problems is faced regarding performance of officer who felt the maximum yet to meet the expectations of the company. This caused by the lack of motivation of employees to optimally in work.*

*The purposed of the research is to know the influence of motivation in performan all of the employees at this company. The method of the research is descriptive analysis. The technique of collecting data are using the documents and the field analysis such as: observation and interviews. The technique of collecting data uncludes: the test of validity, test of reliability, analysis of simple linear regression, correlation, product momen pearson corellation and coefficient of determination.*

*The research shows that there is a positive influences on the performance all the employes who got the motivation to optimally work in this company. Analysis of the correlation coefficients obtained through calcuating of correlltion pearsons is 0.904. Whereas through simple linear regression test with the result obtained the equation  $Y = X + 0945 = 2.495 e$ . Additionally obtained also the coefficient of determination of 81.7%. It shows that motivation has an impaft on the performance of employees, the remaining 18.3% are variables beyond the research. Another factors out of the research such as: compensation, company policies, and others.*

*Another barriers which faced by this company is still lack of leadership to invite the whole employess in the activities of the discussed, so that can reduced taste to be responsible for the company's goal which led to decreased the passion of employees. Lack of the employees freedom the using her creativity in carrying out the task his superiors at the time of delegation can decline their passion in work.*

*The suggestion that may the researcher concluded that is preferably this company did a bette approach again to inviting the entire officers in any activities such as a meeting, giving trust and convience to the employees is capable to do their superiors task, keep watching the performance of the employees in order to assessdirectly against the results of the work.*

**Keywords: Motivation, Performance of employees**