**ABTRACT**

**Tirta Intan Local Water Company of Garut City is a branch company which is a tool to complement goverment-owned autonomous region area of Garut who is an organization of clean water in the territory of the town of Garut too. Based on research in the area of Tirta Intan Local Water Company branch of Garut city, researcher found problems such are the cost effectiveness, quality, and timeliness of the employees is not optimal. The problem caused by the company has not been optimal to resolve the complaint of customer, still has less communication between fellow officer in some works, and then the good facility for employees has not been at all.**

**​ The purpose of this research was to know how big the influence of motivation in improving the performence of employees and knos the obstacles faced and the efforts made in enhancing the motivation of employees at Tirta Intan Local Water Company of Garut City. The research method used is descriptive survey method. File collection techniques used is a research library, a nonparticipant observation research, structured interviews, and spread the questionnaeir to 42 respondens. The file used for the analysis are cumulative score variable analysis, test the validity of the instrument, test the reabilitas instruments, linier regresseion, simple coefficient spearman rank correlation, and coefficient determination.**

**​ Based on file obtaind from the results of the research, there is a positive influence of linier regression of 85,38% or can be said that the variance that occur on the variable performance of employees (Y) 85,38% determined by variances that occur at variable motivation (X). The rest of 14,62% determined by the other factors from the research, such a leadership and oversight of Tirta Intan Local Water Company of Garut City in implementing employee performance boost or motivation has obstacles, equipment that is less complete, less communication between fellow employees, and has not been optimal to resolve the complaint of customer.**

**​ The suggestions that can researcher gives are the companies should pay more attention to the needs of employees, the companies should increase the communication between fellow officers or the leadership with subordinates in order for implementation of the better works without any mention of less communication, and the companies are providing training to all employees that can extand their insight although employees have done their job.**

**Keywords : Motivation and Employee performance**