

## ABSTRACT

Convection MAXTORZ is one attempt at growing a home industry in the year 2010. Convection MAXTORZ is engaged in the manufacture of jackets with cotton fleece for men. As for the problems that the performance becomes an employee is still low, i.e. in terms of the quantity of work and timeliness. While the cause of the problem is a lack of motivation such as social needs and safety needs.

The research method used is descriptive analysis method. Where X is a variable that became motivation and who became the variable Y is the performance of employees. Data collection techniques are used that is non participant observation, interviews, structured deployment question form or questionnaire and the study of librarian. Data analysis techniques used are analysis of the score, test the validity of the instrument, test the reliability of the instruments, simple linear regression testing, hypothesis testing, rank spearman (rs) and coefficient of determination.

Based on data obtained from research results then the contribution or influence Employee Motivation on performance of 69.06% or can be said, that the variance that occur on the variable performance of Employees (Y) 69.06% determined by variances that occur at variable motivation (X). The remainder, amounting to 30.94% is determined by factors other than the research, such as labor discipline, assessment and evaluation.

Barriers faced by Convection MAXTORZ is 1) the entire employee of less work together, 2) Leadership has yet to provide a safe workplace and the means of production that are used still manual.

Efforts are being made to overcome those barriers: 1) Director gave a briefing about the strategy, 2) Director seeks to provide bonuses.

Keywords: Motivation and Performance