**ABSTRACT**

 This study aims to determine the factors that affect employee motivation at PT. Alvaco Garmindo in Bandung Regency. PT. Alvaco Garmindo is a company that is a company engaged in the garment industry. Factors studied include 1. company policy is a combination of strategic business perspective and human resource management, resulting in the behavior of managers and employees are adequate, 2. work relationship is the relationship between workers with employers after the employment agreement, 3. Compensation ie all the things received by employees as a reward for its contribution to the company or organization, 4. work performance is the work of the quality and quantity achieved by an employee in carrying out its duties in accordance with the responsibilities given, 5. employee development is the process of identifying potential employees and materials and apply appropriate ways to develop that potential. The research method used is descriptive and verifikatif. The object of research is the employees who work at PT. Alvaco Garmindo with a total sample of 114 respondents. The data analysis used is classical assumption test analysis, multiple linear regression analysis, multiple correlation, coefficient of determination, and hypothesis test.

 Based on the result of the analysis of factors that influence employee work motivation descriptively the biggest value is 3.87. For simultaneous verification of 0.599 the value is included in the positive category. While the partial working relationship and job performance with a value of 12.1% and 11.4% greater influence than other variables.