**ABSTRACT**

Performance is a description of the achievement by employees or groups in the organization in the implementation of activities, programs, policies in order to realize the vision, mission, and organizational goals that have been set previously.

Based on the results of research and observations that researchers have done in the District Office Panawangan Ciamis regency, researchers found less maximal performance performed by employees This research aims to analyze the factors that affect employee performance.

The method used is survey research methods, data collection techniques and field research consisting of observations, interviews, and questionnaires distributed to the respondents of 20 employees by using a linkert scale. The analysis tool used is multiple linear regression analysis using SPSS20.

The barriers that researchers have found are employees with less encouragement at work, a lack of working relationships among poor employees, and less-caring leaders motivating their employees.

Efforts that researchers do is increase the potential of employees in their work, improve coordination among employees, and reward by the leadership to employees who have done the job optimally.

Some results of hypothesis testing show that: (1) Empirical achievement needs, has a significant effect on Employee Performance. (2) Affiliated needs have a significant effect on Employee Performance. (3) The need for power has a significant effect on Employee Performance.

Keywords: work motivation, employee performance