**ABSTRACT**

**Based on the results of the study, the problems examined regarding the influence of motivation on performance in the General Bureau of Regional Secretariat of West Java Province in achieving the goals or targets that have been determined. This researcher aims to find out how much influence motivation on employee performance and to find out the obstacles and efforts to overcome obstacles in carrying out Motivation to Performance in the General Bureau of Regional Secretariat of West Java Province.**

**The method used in this research is descriptive method, while the research technique used is library researchers and field research using non-participant observation, interviews and questionnaires using census techniques distributed to all employees totaling 45 respondents. Based on the results of observations, interviews and questionnaires, the low performance of employees can be seen from the lack of encouragement and responsibility of a leader to his employees.**

**Constraints faced are low communication carried out by leaders and subordinates in creating good work results, lack of encouragement and responsibility of leaders towards employees. Efforts made to overcome the obstacles faced by the leadership must provide support in the form of assistance or giving motivation so that employees have a high responsibility for the work.**

**The conclusion that can be taken is based on the interpretation coefficient of determination criteria shows that motivation has an influence on employee performance by 71.1% and a conceptual hypothesis about motivation for performance is tested. Suggestions from researchers is that there is a need for support that increases the willingness of employees to resolve responsibilities in achieving goals**