***ABSTRACT***

*PT. LIMAS KENCANA MANDIRI CILEGON is a company engaged in the field of Developer, Contractor and Property Management, which has handled several projects. The problem is that employee performance is still low, namely in terms of work quantity and timeliness. While the cause of the problem is lack of motivation such as employee appreciation and training.*

*The research method used is descriptive analysis method. Where the variable X is motivation and the variable Y is work performance. Data collection techniques used are non-participant observation, structured interviews, questionnaire distribution or questionnaire and literature study. Data analysis techniques used were score analysis, instrument validity test, instrument reliability test, simple linear regression test, hypothesis test, rank spearman correlation coefficient (rs) and determination coefficient.*

*Based on the data obtained from the results of the study, the contribution or influence of motivation on employee performance is 80.46% or it can be said also, that the variance that occurs in employee performance variable (Y) 80.46% is determined by the variance that occurs in the motivation variable (X ) The remaining 19.54% is determined by other factors outside the research, such as career development, assessment and evaluation.*

*The obstacles faced by PT.Limas Kencana Mandiri are 1) employees are not working optimally, especially regarding the achievement of sales targets. 2) Some employees have not utilized the time available by doing unfinished work*

*Efforts are being made to overcome these obstacles: 1) Leaders provide guidance on strategies so that achievement can be met. 2) some employees have not utilized the time available by doing unfinished work.*

*Keywords: Motivation and Performance*