

ABSTRAK

This study found employee performance problems found at PT Jaswita Jabar (Perseroda). This problem. This problem is that employee performance has not been optimal between factor ineffective communication and inefficient motivation. The focus of the study is directed at the influencing factors employee performance. Communication and motivation are the suspected factors have an influence on employee performance. Based on this researcher decided to examine the three variables, namely the communication factor as independent variables, motivational factors as moderating and performance variables employees as the dependent variable. The research method used is descriptive and verification methods. The sampling technique used is probability sampling using random sampling method with a sample of 70 respondent. The data used include observation, interviews and distribution of questionnaires. The data analysis method used is validity test, reliability test, regression test, correlation test, moderating regression test analysis (MRA) and the coefficient of determination. The results of this study show that there is a positive and significant influence between communication on performance motivated employees. The magnitude of the influence of communication on employee performance which is moderated by motivation simultaneously is equal to 68.4% and the remaining 31.6% is influenced by other factors. Meanwhile partially or said before the moderating variable of motivation, the influence of communication on employee performance that is equal to 57.9%. then it can be concluded that after the moderation analysis of the data shows that it has succeeded in increasing influence communication variables on employee performance.