

## ABSTRACT

*This study aims to determine the effect of Work Motivation on Employee Performance at PT. Jaminan Kredit Indonesia, Bandung Regional Office. The independent variable is Work Motivation, represented by the variables Need for Achievement, Need for Affiliation, and Need for Power, and the dependent variable is Employee Performance.*

*This study is a quantitative study that uses census sampling techniques. The sample used was all 60 employees of PT Jaminan Kredit Indonesia, Bandung Regional Office. The primary data used was obtained through questionnaire distribution. The analysis model used is validity and reliability testing.*

*The study's results simultaneously show the magnitude of the influence of work motivation influenced by the variables Need for Achievement, Need for Affiliation, and Need for Power on Employee Performance, which is 78.4%. The variables Need for Achievement, Need for Affiliation, and Need for Power on Employee Performance have an effect of 61.5%.*

***Keywords: Work Motivation, Employee Performance, Human Resource Management***