Abstract

Analysis of Work Motivation Influence on Employees Performance of Bank Muamalat Indonesia Cabang Bogor
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Objectives of this research are to identify motivation factors of employees Bank Muamalat Cabang Bogor, to study motivation factors which influence employee performance and to determine the most effective way to increase working motivation so that employees’ performance increases. This research is descriptive through case study. Sample amount determination uses census technique that is all of 30 respondents consist of permanent employees and outsourcing employees. Data is analyzed using factor analysis. Ordinal logistic regression analysis is used to analyze motivation influence on employees’ performance and Analytical Hierarchy process (AHP) is used to analyze effective ways that can be done by the company to increase performance. Factor analysis is used to group motivation factors consist of 10 hygiene factors and 13 motivator factors. Hygiene factor analysis results 3 factors, those are 1) employee manager relationship; 2) physical condition; and 3) working facilities. Motivator factor analysis results 3 factors, those are 4) objective; 5) appreciation; and 6) achievement. Ordinal logistic regression analysis with significancy 5% results 2 motivation variables that significantly influences performance, those are objective and appreciation. AHP results 2 strategy alternatives that can be done by the company to motivate employees in order to increase employees’ performance, those are information strategy and working evaluation strategy.