

ABSTRACT

SUPAR MUCHTAR : The Affect Achievement Motivation, Readiness to change from Employee Performance (Under the Supervision of Musa Hubeis)

This study relies on the Human Resource Management with more concentration on the employee Performance Appraisal Discipline. It introduces the role and function of the education and Training Center for Man Power Development in the Ministry of Labor and Transmigration of the Republic of Indonesia. As a Center of Man Power Development, it strongly concerns with the development of employee's performance in order to realize the organization's vision and missions in this rapid change era.

Moreover, some well-know experts in this dicipline promote a number of variables affecting the employee performance development. In this study, however, the author intends to promote two independent variables predicted to influence significantly the employee performance as dependent variable. Those factors include the achievement motivation and readiness to change. Based on the above consideration, the author then puts attention to conduct the study about the effect of both independent variables, achievement motivation and readiness to change, on the employee performance of the Education & Training Center in the Labor and Transmigration Ministry. Thus, through motivation and readiness to change sustainable development, the employee performance is expected to improve over time.

This study has been undertaken by distributing directly the developed questionnaires to the selected respondents under the random sampling technique. From the 91 respondents filled out the questionnaires, about 87 respondents (95%) return the completed questionnaires. Moreover, the collected data have also been analyzed following the analysis steps in order to examine the normality of data and homogeneity of variances, and the strength of relationship between the independent variables and independent variable.

The study reveals that (1) the strength of relationship between achievement motivation (X1) and employee performance (Y) exists with a correlation coefficient of $r = 0.697$ (a strong correlation exists) and a coefficient of determination of $r^2 = 0.4858$ or 48.58 % (contribution of X1 to Y is 48.58 %); (2) the strength of relationship between Readiness to Change (X2) and employee performance (Y) exists with a correlation coefficient $r = 0.666$ (a strong correlation exists) and a coefficient of determination $r^2 = 0.4435$ or 44.35 % (meaning that 44.35% of employee performance is contributed by Readiness to Change); (3) the strength of relationship between achievement motivation and readiness to change, together, and employee performance exists with a correlation coefficient (r) = 0.758 (a strong correlation exists) and a coefficient of determination (r^2) = 0.5746 or 57.46 % (Indicating that 57.46% of employee performance is developed by both achievement motivation and readiness to change). This study is also aimed be beneficial for all relevant sides.