

ABSTRACT

Novia Tri Utari (2010 – 11 – 154). *The Effect of Motivation and Work Ability on Employee's Performance of Okusi Associates. Guided by Mr. Mudjiarto.*

The main fokus of this research was to find out the effect of motivation and work ability on employee's performance at Okusi Associates in partial and simultan. The respondents in this study were all employees (except the company's director), there were 50 employees. Statistic analysis that used to test the hypothesis was multiple linier regression which be counted with SPSS 15.0. With significance level of the research was 5%.

Based on the calculation result of multiple regression analysis was found multiple linear regression equation was as followed: $\hat{Y} = 20.972 + 0.488 X_1 + 0.737 X_2$ from the model regression, it was found the postive regression coefficients both of motivation and work ability. So, there were positive effects of motivation and work ability on employee's performance of Okusi Associates.

Based on the t-test there were found the significant results, motivation (X_1) t value (2,423) > t table (1,678) and for work ability (X_2) t value (3,248) > t table (1,678). next, for the result of F-test there was found the significant result, F value (14,611) > F table (3,195).

Due to the study, it was found that there were significant positive effects (both in partial and simultan) of motivation and work ability on employee's performance at Okusi Associates. So it is important to improve motivation and work ability in order to improve employee's performance.

Keyword: Motivation, Work Ability, Employee's Performance.