

ABSTRACT

This research aims to know the effects of working environment, intrinsic motivation and extrinsic motivation had significant influence toward the employees' performance and to know one of those three variables which had the dominant effect toward employees' performance.

The data collecting and population in this research were all employees of PT. Graha Optmiasi Triasindo. The number of the employee was 40 employees. The data analysis instrument for this research was multiple linear regression, validity testing, and reliability testing. In order to test the hypothesis, it was included F testing, t testing, and determination coefficient analysis.

Based on the analysis result, it is known that the effects of working environment, intrinsic motivation, and extrinsic motivation toward the employees' performance were significant.

Key Words: Working environment, Intrinsic Motivation, Extrinsic Motivation and employees' performance