

## ABSTRACT

Ayu A. Ibrahim 261408016 Nim "The Effect of Work Motivation Employee Performance Against the Department of City Planning and Landscape Gorontalo city." Thesis, Department Manajen, Faculty of Economics and Business, State University of Gorontalo. Of 2012. Under the guidance of Prof.. Dr. Yulianto Kadji, M.si as Supervisor I and Mrs. Radia Hafid, S.Pd, M.Si as Supervisor II

Implementation of this study is based on the formulation of the problem of "How much influence Work Motivation on Employee Performance in the Department of City Planning and Landscape Gorontalo city." Based on the formulation of the problem, then the expected benefits of this research is as an input to the Department of City Planning and Landscape in order to improve employee performance.

The method used in this study is a quantitative method. Variables consisted of Work Motivation variable (X) and Employee Performance variables (Y). Data collection techniques used were observation, questionnaires, interviews and documentation.

In conclusion of this study is the research hypothesis, which reads null hypothesis (H0) being tested and rejected by the significant research on the contrary hypothesis (H1) can be received on the proposed significant level  $\alpha = 0.05$ . this is obtained with the results of data analysis following regression equation which shows that the regression equation is  $Y = 6.269 + 0.479 X$  keberartiannya tested at  $\alpha = 0.05$ . This means that any change in work motivation variables for one unit will affect the performance variable changes by 0.479 times the unit employees, or any increase of one unit on Work Discipline variable (X), then it will be followed by a change of 0.479 units on employee performance variable (Y ). Further, in calculating the coefficient of determination  $r^2 = 0.755$  indicates that means that 75.5% of the variability of the performance of employees at the Department of City Planning and Landscape Gorontalo city can be explained by the Work Motivation is applied, while the remaining amount of 24.5% influenced by other variables that are not designed in this study.

Keywords: Work Motivation and Employee Performanc