

## **ABSTRACT**

### **ANALYSIS OF MOTIVATION'S INFLUENCE TO THE EMPLOYEE'S PERFORMANCE OF AMIL ZAKAT INFAQ AND SHADAQOH INSTITUTION (LAZIS) IN BANDAR LAMPUNG**

**By**

**MUAMMAR**

It's a population research which took 33 employees of five LAZ and one BAZDA in Bandar Lampung at the year of 2009 as a population. Those are DPU-DT Lampung, Rumah Zakat Indonesia (Lampung branch), LAZIS Dewan Dakwah Islamiyah Indonesia (Lampung branch), LAZIS Baitul Maal Hidayatullah (Lampung branch), LAZIS Baitul Ummah Unila, and Bazda Lampung Province. This research focused on how motivation influences employee's performance at LAZIS in Bandar Lampung. The purpose of this research is to examine how working motivation which consists of motivation of satisfaction and motivation of maintenance factor influence employee's performance at LAZIS institution in Bandar Lampung. Then the hypothesis proposed is working motivation consist of satisfaction factor which is statistically significant toward employee's performance of LAZIS in Bandar Lampung.

The partial hypotheses test (t-test) results motivation of satisfaction factor doesn't statistically significant effect the performance. It's based on the arithmetic-t of motivation of satisfaction factor  $1,331 < \text{table-t } 2,042$ . Meanwhile the hypotheses test of X2 variable (which is motivation of maintenance factor) statistically significant effects the performance with arithmetic-t of  $2,201 > \text{table-t of } 2,042$ .

Based on double linear regression applied under SPSS V.16, function of equation  $Y = 4,952 + 0,467X_1 + 0,564X_2$  is generated. It shows how X2 variable (motivation of maintenance factor) effects Y variable (which is performance of LAZIS employee in Bandar Lampung) for about 56,4%.

The research suggests, even the motivation of satisfaction factor do not effect the performance statistically significant, it has to be considered by the leader of LAZIS. Besides, the motivation of maintenance factor of employee is also has to be considered, because when it is done, that will improve the need of satisfaction factor.

**Key words :** Motivation, performance of employees, social institution.