

# The Performance Effect Analysis of Employee Motivation PT Bank Lampung Main Branch in Bandar Lampung

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## Abstract

Banking is an intermediary institution that serves as a collector of public funds which are distributed back to the community in order to drive the wheels of the economy. To perform its function, banking requires human resources that are managed by his best to improve the effectiveness and efficiency of the organization. Increasing human resources in every joint organization, government or company becomes a demand that can not be negotiable if you want to achieve a success, considering the inter-bank competition is very tight.

PT Bank Lampung as one of the banks that offer services require employees who have a sense of responsibility in order to compete with other banks, both national banks and private banks and microfinance institutions and secondary education. PT Bank Lampung face problems in terms of improving employee performance. Based on these two issues in this thesis is: Does motivation affect the performance of employees of Bank Utama Bandar Lampung, Lampung Branch?

The purpose of this thesis is to know how big the influence of motivation on the performance of employees of PT Bank Lampung. The hypothesis proposed in this paper is the motivation affects employee performance Bank main branch in Bandar Lampung, Lampung.

Menggunakan calculation with simple linear regression analysis tool produced several findings, namely: The hypothesis stated motivation significant effect on employee performance is acceptable. It is because the significance of these factors amounted to 0.022, smaller than the value of  $\alpha$  of 0.05. So that the suggestions were (1) bonus given should be calculated based on the adequacy of employees in meeting basic needs, namely food, clothing and housing. (2) Placement of employees for the position should be based on consideration of educational background and achievements in the position previously occupied. Subjective considerations that should be avoided in placing employees, such as kinship considerations. (3) promotion of employees should be obtained as a result of performance achieved by the employee, not due to other things outside of work performance considerations.