ABSTRACT

NURATIYAH MIFTAHURRAHMA PAKAYA . The Influence of Work Motivation on Employee Performance at the Education and Culture Office of Gorontalo Regency. Supervised by FENDI NTOBUO as Chair and SALAHUDDIN LIPUTO as Member.

This study aimed to determine the level of work motivation and employee performance and examine the effect of work motivation on the performance of honorary employees at the Education and Culture Office of Gorontalo Regency. The research design was qualitative with a regression approach. The sample was taken using total sampling techniques, resulting in 35 respondents. Data analysis was conducted using Simple Linear Regression techniques. The findings indicated that: (1) The level of work motivation among honorary employees at the Education and Culture Office of Gorontalo Regency was evidenced by a maximum score of 45.00, indicating that the work motivation had a high criterion. (2) The level of performance among honorary employees at the Education and Culture Office of Gorontalo Regency was evidenced by a maximum score of 18.00, indicating that employee performance met the medium criterion. (3) Based on the results of the linear regression analysis, the hypothesis of this study was accepted. The relevant evidence was ($r = 0.368$ and $p = 0.000 < 0.05$), which means there was a positive and significant influence between the work motivation variable and the performance of honorary employees at the Education and Culture Office of Gorontalo Regency.

Keywords: Work Motivation, Employee Performance, Honorary Employees