

## **ABSTRACT**

*As one of Non-Governmental Organizations (NGOs) engaged in the socio religious area, Rumah Zakat has a key role in supporting the government in community development efforts. That role cannot be filled to its full potential unless it is supported by several existing components. One of very important component in supporting the role of Rumah Zakat is the role of amyl who work in it. Along with vision of Rumah Zakat to become an international non-governmental organization engaged in social and religious, then the presence of professional amyl absolutely necessary. Amyl must have strong motivation in working on social institution. Therefore it is necessary to know more about the motives that present in the amyl. The purpose of this study was to determine the effect of these factors on the intrinsic and extrinsic motivation, work motivation, and altruism in Rumah Zakat Semarang Branch employees.*

*This research was conducted using qualitative methods in which data collection is done by triangulation method, so as to provide a more detailed picture of the amyl profession in the Rumah Zakat. Interviewees in this study is Rumah Zakat officials who had become a permanent employee or have passed minimum two years working period.*

*The results obtained from this study suggest that there are varying effects on intrinsic and extrinsic factors that exist. Religious motives, social motives, motives of self-actualization, working conditions, employee relations and organizational policies are the main motivations that influence interviewees in the works. Also in this study also found that there is a form of altruism on the interviewees.*

**Keyword :** *Work Motivation, Intrinsic, Extrinsic, Altruism, NGOs, Rumah Zakat, Qualitative*