

ABSTRACT

This research aimed to found factors which influence employee's performance of Commerce and Industrial Affairs Department (DISPERINDAG) Semarang. Those factors were motivation and work environment. Employees who have high work motivation will give positive effect for organization, therefore organization purpose reached.

Hypothesis examination carries out by spreads questionnaire about 74 employees of DISPERINDAG Semarang. Analysis used was validity test, reliability test and hypothesis test supported by SPSS computer program version 13 by using double linear regression analysis.

Based on data calculation result of cost analysis used, obtained regression equality of :

$$Y = 0,439 X_1 + 0,260 X_2$$

By using double regression analysis method, could conclude that work motivation variable (X1) have both positive and significant influence to employee's work motivation. By t value about 4,003 (bigger that t_{table} 1,663) and significant value about 0,000. By using signification limits about 0,05, therefore that signification value less than 0,05. Therefore, hypothesis which stated that motivation have influence to employee's work could be accepted. (Hypothesis 1 accepted)

Include both positive and significant influence between work environment (X2) to employee's performance. By t value about 2,368 (bigger than t_{table} 0,021) and significant value about 0,05 (less than 0,05). Simultaneously both work motivation and work environment have positive and significant influence to employee's performance by f value about 21,726 (more than 0.05), therefore obtained signification value 0,000. Could conclude that both work motivation and work environment have significant influence to employee performance of DISPERINDAG Semarang.

Keywords: *employee's performance, work motivation and work environment.*