THE INFLUENCE OF SUPERVISION AND MOTIVATION ON EMPLOYEE PERFORMANCE (A CASE IN THE PUBLIC WORKS OFFICE OF BINA MARGA KABUPATEN CIANJUR)

Riski Eko Ardiyanto, Wachid Hasyim
STIE Pelita Bangsa
rizkyardhy@gmail.com, hasyimwachid2@gmail.com

ABSTRACT

The purpose of this study is to describe the supervision, motivation, employee performance and test the amount of influence influence of supervision and motivation on the performance of employees, either simultaneously or partially.

The method used is descriptive survey method and explanatory survey. The type of investigation in this study is causality. The unit of analysis of employees of the Public Works Department of BinaMargaKabupatenCianjur with a sample of 50 people. Time horizon in this research is cross sectional and analysis method used is frequency distribution and path analysis. Based on the results of research and discussion, it can be found that the supervision of employees at the Office of Public Works BinaMargaCianjur Regency is good, Motivation of employees at the Office of Public Works BinaMargaCianjur currently considered quite high, has a high performance. Supervision and motivation simultaneously affect the performance of employees at the Office of Public Works BinaMargaCianjur. Partially, however, motivation is more dominant in affecting employee performance than supervision.

Employee motivation should be improved even more, given the dominant effect on their performance, therefore increased employee motivation by rewarding and promoting better based on their performance.

Keywords: Supervision, Motivation, Performance.