

**ABSTRACT**

***THE EFFECT OF WORK PERIOD AND WORK MOTIVATION ON  
EMPLOYEE PERFORMANCE***

***(A Study on Employee of Production Division PT. PELANGI WAWASAN  
NUSANTARA TASIKMALAYA)***

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*This research was conducted with the aim to determine and analyze work period, work motivation, employee performance and the effect of work period and work motivation on employee performance of production division at PT. Pelangi Wawasan Nusantara. This research are a used survey methods. The population in this study were employees of the productiondivision of PT. Pelangi Wawasan Nusantara. The total population are 30 people, and a sample of 30 employees are the population. This study uses data collection methods in the form of interviews, questionnaires and documentation study. In this research, data analysis methods that were used are analysis path. The results of this study show that work period are included in the very good classification, work motivation are included in the good classification, and employee performance are classified as good. Based on this research, there is an significant effect partially and simultaneously of work period and work motivation on employee performance of production division at PT. Pelangi Wawasan Nusantara Tasikmalaya.*

***Keywords: Work period, work motivation and Employee Performance***

## **ABSTRAK**

### **PENGARUH MASA KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI**

**(Suatu Penelitian Pada Pegawai Bagian Produksi PT. PELANGI  
WAWASAN NUSANTARA TASIKMALAYA)**

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Penelitian ini dilakukan dengan tujuan untuk mengetahui dan menganalisis masa kerja, motivasi kerja, kinerja pegawai, dan pengaruh masa kerja dan motivasi kerja terhadap kinerja pegawai bagian produksi pada PT. Pelangi Wawasan Nusantara Tasikmalaya. Penelitian ini menggunakan metode penelitian survei. Populasi dalam penelitian ini adalah pegawai bagian produksi PT. Pelangi Wawasan Nusantara Tasikmalaya. Jumlah populasi 30 orang, dan sampel 30 pegawai diambil dari keseluruhan populasi. Penelitian ini menggunakan metode pengumpulan data berupa wawancara, kuesioner dan studi dokumentasi. Metode analisis data yang digunakan adalah analisis jalur (*path analysis*). Hasil analisis menyatakan bahwa masa kerja termasuk dalam klasifikasi sangat baik, motivasi kerja termasuk klasifikasi baik, serta kinerja pegawai termasuk klasifikasi baik. Berdasarkan penelitian ini, terdapat pengaruh signifikan secara simultan dan parsial masa kerja dan motivasi kerja terhadap kinerja pegawai bagian produksi PT. Pelangi Wawasan Nusantara Tasikmalaya.

**Kata Kunci: Masa Kerja, Motivasi Kerja, dan Kinerja Pegawai**