

## ABSTRACT

The purpose of this research is firstly, to know whether motivational factors such as physiological needs, security or safety needs, affiliation or acceptance needs, esteem needs and need for actualization all together exert a significant impact on working performance of fabrication employee of PT. Swadaya Graha Gresik ( Group of Semen Gresik). Secondly, to know which motivational factor that gives the most significant influence on working performance of fabrication employee of PT. Swadaya Graha Gresik (Group of Semen Gresik). Thirdly, to know if there is any between differences fix employee working performance with the daily fix worker one.

The research population is all of fabrication employee of PT. Swadaya Graha and 70 respondents are taken as sample. The sampling is done by simple random sampling technique. Analysis model used in this research is a multiple linier regression and the econometry evaluation is also made to know whether there is deviation againts the classical assumption which becomes a base for multiple linier regression.

Results based on Full Model Regression analysis show that F count (20,049) is larger than F tabel (2,37) with degree of significance  $\alpha = 5\%$ , there for  $H_0$  is rejected and  $H_a$  can be accepted. It means motivational factors all together exert an impact on working performance. But, based on Stepwise Regression analysis, there are only four variable that have the most significant impact to the employee work performance there are physiological needs, security or safety needs, affiliation or acceptance needs, and esteem needs. Meanwhile, need for actualization doesn't have significant impact to the employee workin performance. From t test for physiological variable ( $X_1$ ) the value of t count 2,938 is larger than t table 2,000 and its contribution considered as the largest, that is 0,1188 or 11,88%, which means physiological variable ( $X_1$ ) has largest (dominant) impact to yhe employee work performance. Results based on difference between two group means t count (3,4984) is larger that t table (2,000) or probability (4,151E-04) is smaller than  $\alpha$  (0,05), so it can be concluded that there is significant different work performance between fix employee and daily fix worker.