FACTORS AFFECTING MOTIVATION AMONG EMPLOYEES IN BANK RAKYAT, HEADQUARTERS

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ABSTRACT

Generally motivation is desire or willingness to do something. It's also known as internal process to make someone move towards their own objective. This research is to analyze the factors that affecting motivation among employees in Bank Rakyat, Headquarters. Therefore, the independent variables are high salary, working environment, incentives, and leadership style. Meanwhile, dependent variable is motivation among employees. The method that will be used to collect the data sample is using primary data which is questionnaire. The questionnaire will be distributed randomly towards employees in Bank Rakyat, Headquarters. This study specified the sample size of 200 employees in Bank Rakyat. In order to analyze the data collections from the questionnaire distribute, the SPSS statistical software will be use to interpret data analysis. The overall mean values from the descriptive statistics shows that main factor that affecting motivation among employees is working environment as it was the highest value of overall mean. Meanwhile, from the results that had been analyzed in the multiple linear regression method it shows that the factors were affecting motivations among employees are leadership styles, high salary and working environment. Some of the conclusion and recommendation of this research towards Bank Rakyat organization and future researchers also provided.

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