

**THE INFLUENCE OF WORK MOTIVATION ON  
EMPLOYEE PERFORMANCE USING THE ERG  
THEORY (CASE STUDY AT PT XYZ)**

**UNDERGRADUATE THESIS**

**Submitted as one of the requirements to obtain  
Sarjana Manajemen (S.M)**

**By**

**Havidz Rizvi Al Attar**

**014201900079**

**FACULTY OF BUSINESS  
MANAGEMENT STUDY PROGRAM**

**CIKARANG**

**MAY, 2023**

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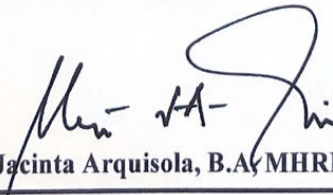
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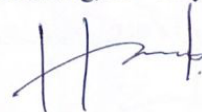
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## ABSTRACT

Human resources are an important part of the company. So, this must be considered for its effectiveness. If the existence of human resources in a company is good, then the existence of the company can also be considered good. This means paying attention to employee performance is important for a company. Therefore, companies must also consider important matters related to the needs of their employees. One way is to pay attention to employee motivation in order to improve employee performance. This aims to reduce employee turnover rates in a company. This study aims to analyze the effect of work motivation using the ERG theory (Existence needs, Relatedness needs, and Growth needs) on employee performance using PT. XYZ as research object. This study uses a quantitative method using non-probability sampling in collecting data which is distributed online with Google Form to all employees with predetermined criteria. Data analysis in this study used SmartPLS software with 158 respondents. The results of this study indicate that each variable, namely Existence needs, Relatedness needs, and Growth needs, has a significant influence on employee performance if calculated separately or together.

*Keywords: Existence needs, Relatedness needs, Growth needs, and Employees Performance*



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Cikarang, Indonesia, 25<sup>th</sup> May 2023



Havidz Rizvi Al Attar

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