ABSTRACT

This study aims to find out *first,* to find out the background of employees who can be loyal (loyal) to work at the Patani Berhad Islamic Cooperative. *Secondly,* to find out the goals and expectations of employees of the Patani Berhad Islamic Cooperative. *Third,* to find out the Intrinsic work motivation has an effect on the work motivation of Patani Berhad Islamic Cooperative employees. *Fourth,* to determine Extrinsic work motivation has an effect on the work motivation of Patani Berhad Islamic Cooperative employees. at Patani 72 M.7 Location Jl. Ya'rang T. Talubok A. Muang CH. Pattani (Thailand).

This research is a type of qualitative research, namely the findings in the study are analyzed by words or sentences. While the research specifications used are descriptive qualitative which aims to collect information or data to be compiled, explained and analyzed. The method of data collection in this study is *first*, Interview (Interview) is a method of collecting data by asking questions directly to an authorized person who is a form of interaction between two people face to face, which is an information requester and another is a narrator source. *Second*, the documentation in this study is in the form of research permits, photographs, attachments, respondent data, and cooperative structure data. *Third*, Observation is the process of getting data from first hand by observing individuals and locations when conducting research. While the data analysis method that the researcher uses in this study is descriptive analysis with inductive techniques.

The results of this study are that work motivation on employees in Islamic cooperatives is influenced by internal motivation factors and extrinsin motivation factors. Intrinsic motivation factors consist of values or beliefs, perceptions, needs, goals, desires/expectations, attitudes, abilities, behaviors. Extrensic factors, compensation, work environment, perception of organizational support, organizational culture, work characteristics, which can be seen in their work.

Keywords: *Motivation, Intrinsic Motivation Factors, Extracurricular Motivation Factors, Islamic Perspective, Qualitative.*

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