

ABSTRACT

This study aims to examine the effect of Intrinsic Motivation and Extrinsic Motivation on Employee Performance with Organizational Culture as a Moderating Variable in Employees of Perumda Air Minum Tirto Panguripan Kendal.

This study uses the sensus sampling method by means of Purposive Sampling. While the sample used amounted to 152 employees. The data analysis technique in this study used Partial Least Square with SmartPLS software to determine the path coefficient and the effect of the independent variables on the dependent variable.

The results showed that intrinsic motivation has a positive effect on employee performance. Extrinsic motivation has a positive effect on employee performance. Organizational culture moderates the effect of intrinsic motivation on employee performance. Organizational culture moderates the effect of extrinsic motivation on employee performance. This study shows that organizational culture can moderate the effect of intrinsic motivation and extrinsic motivation on employee performance.

Keywords: Intrinsic Motivation, Extrinsic Motivation, Employee Performance, Organizational Culture

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