

**HUMAN RESOURCES MANAGEMENT FUNCTIONS ON EMPLOYEE WORK  
MOTIVATION AT STATE-OWNED COMPANY IN MEDAN, INDONESIA**

**Fauzia Agustini<sup>1</sup>, Dita Amanah<sup>1</sup>, Dedy Ansari Harahap<sup>2</sup> and M. Faridj Wajdi<sup>3</sup>**

<sup>1</sup>Universitas Negeri Medan, <sup>2</sup>Universitas Islam Bandung, <sup>3</sup>STIE Bisnis Indonesia

**ABSTRACT**

The purpose of this study was to analyze the effect of employee recruitment on work motivation at PT. Telekomunikasi Indonesia, Tbk Binjai Branch, the effect of employee selection on work motivation at PT. Kereta Api (Persero) Regional Division I of North Sumatra, the effect of job training on work motivation at PT. Post Regional Division 1 Medan (Persero), the effect of performance evaluation on work motivation at PT. Taspen Kota Medan, the effect of compensation on work motivation at PT. Telekomunikasi Indonesia, Tbk Medan Branch, the effect of career planning and development on work motivation at PDAM Tirtanadi Medan.

Data analysis techniques in this study used simple linear regression. The results showed there was an influence of employee recruitment on work motivation at PT. Telekomunikasi Indonesia Tbk Binjai Branch, there is no effect of employee selection on work motivation at PT. Kereta Api (Persero) Regional Division I of North Sumatra, there is no influence of job training on work motivation at PT.

Regional Division 1 of North Sumatra, there is no influence of job training on work motivation at P.T. Post Regional Division 1 Medan (Persero), there is no effect of performance appraisal on work motivation at PT. Taspen Kota Medan, there is the effect of compensation on work motivation at PT. Telekomunikasi Indonesia, Tbk Medan Branch, there is the influence of career planning and development on work motivation in PDAM Tirtanadi Medan. Some suggestions otherwise to improve the weaknesses implementation of human resource management functions in each company.

**KEYWORDS:** recruitment, selection, training, evaluation, compensation, career development, work motivation

## **INTRODUCTION**

Work motivation is a very decisive factor for employees in doing work. (Agustini & Harmen, 2012) states that management must understand what factors can increase the work motivation of workers. Motivation is the main consideration of company management which has a big influence on the achievement and productivity of employees. The factors that can increase employee work motivation need to be understood by management and several supporting theories can be learned to influence work motivation (Harder, 2008).

But unfortunately work motivation has not fully become the main reason for the management of some companies in determining employee success. This is because work motivation is not behavior that can be measured or seen clearly. Motivation is a motivator from someone's heart to do or