

## ABSTRACTION

The success of an organization in achieving its goals depends on the ability of human resources (employees) in carrying out his duties in order to obtain a good labor productivity. Therefore, every organization needs to consider how to develop human resources in order to promote the progress of the organization so that employees have a high productivity, which of course led the company needed to motivate employees, and promotion.

The purpose of the study: (1) determine whether there is influence motivation to work productivity, (2) determine whether there is influence of promotions on work productivity, and (3) determine whether there is influence of the type of employees as a moderating variable motivation and promotion of employee productivity in Highways office National Road Implementation Unit of Region I Central Java Province.

Method were used: (1) multiple regression analysis, to determine the direction of the relationship between independent variables and the dependent variable, with the formula:  $Y = a + b_1 x_1 + b_2 x_2 + e$  (2) uji interaksi, ( $Y = a + b_3 x_1 + b_4 x_2 + b_5 x_1 JK + b_6 x_2 JK + e \dots$ ), dan (3) Koefisien determinasi (Uji  $R^2$ )

Based on regression analysis, the variables of motivation to work productivity variable significant relationship, and ppromosi office on work productivity correlation significance. The test results of interaction: (1) the motivation of employees and honorary civil servants there is no significant relationship to the work productivity, it is due for contract terms of their income can not meet one indicator of economic necessity. (2) promotion of the productivity of labor

between PNS and honorary significant relationship. Regression test results and test the interaction, the first R<sup>2</sup> (regression) there is a significant relationship between motivation, promotion of the productivity of labor. The test results are significant interactions between both R<sup>2</sup> and promotion criterion motivation to work productivity. The research hypotheses: (a) the first hypothesis (H1) variable (X1) motivation variable (Y) labor productivity there is a positive and significant, then H<sub>0</sub> rejected and H<sub>a</sub> accepted. (B) the second hypothesis (H2) variable (X2) promotion to variable (Y) labor productivity there is a positive and significant, thus H<sub>0</sub> rejected and H<sub>a</sub> accepted, meaning there is a positive and significant correlation between the independent variables individually to variable bound.