

# The Influence of the Perception of Personal Initiative and Intrinsic Motivation Towards Indonesian Skilled Labors' Job Performance in Taiwan

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## Abstract

This study aims to investigate the influence of personal initiative and intrinsic motivation towards Indonesian skilled labors' job performance in Taiwan. Someone is called having personal initiative when he is able to start his job without being told by others and proactive while working. Intrinsic motivation is such an important motivation because it comes from people himself when he is interested with the things he does without any external factors. Job performance is the results of the action that someone does to reach his goal or organization's, and it can be positive or even negative. The participants of this study is 100 Indonesian skilled labors who are working all over Taiwan's factories. This is a non experimental and quantitative methods study, questionnaire will be used for this study which included 3 variables. Hypothesis is accepted because personal influence and intrinsic motivation influence Indonesian skilled labors' job performance. Personal initiative gives more influence towards Indonesian skilled labors' job performance rather than intrinsic motivation.

Keywords: Personal Initiative, Intrinsic Motivation, Job Performance, Indonesian Skilled Labors in Taiwan