

**The Influence of Perception of Performance Appraisal, Perception of Career  
Development, Achievement Needs to Work Motivation**

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**Abstract**

**More than decades, researches have focused on many factors that influence work motivation. This correlational study aims to find out the influence of work motivation, amongst three variables: perception of performance appraisal, perception of career development, and achievement needs. 82 employees were participated in this study, and data analyzed by multiple regression. The result revealed that achievement needs has the highest influence to work motivation ( $\beta$ : 0,767; p: 0,000), followed by perception of performance appraisal ( $\beta$ : 0,171; p: 0,025).**

Key word : Perception of Performance Appraisal, Perception of Career Development, Achievement Needs, Work Motivation