

**The influence of Organizational Climate and Work Motivation on performance Sales
Assistant boutique batik X, Jakarta**

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Abstract

The purpose of this research to figure out the influence of organizational climate and work motivation on performance. The dimensions of the Organization, namely the involvement of climate, familiarity, support of superintendent, employee support, autonomy, task orientation, working pressure, the clarity of the tasks, responsibilities and rules, controlling, modernization, physical environment work convenience.

The dimensions of work motivation, namely the need for achievement, work with passion, activity better, love to compete, hard-working, diligent in his work. The performance consists of core competencies and functional competence. This type of research is a method of quantitative, non experiments. Sampling techniques using a nonprobability sampling techniques. The number of subjects of study that is 42 employees part sales assistant at boutique X. Data processing using the SPSS program 18.0 and analyzed by multiple regression. The research results obtained $F(42) = 4,521$ $p = 0,017 < 0,05$. So there are significant effects of organizational climate and work motivation on performance.

Partially retrieved $t = 2,025$ and $p = 0,050 < 0,05$. So there is the influence a positive and significant of organizational climate on performance, $t = 0,469$ and $p = 0,641 > 0,05$. So there are influence of work motivation on performance.

Keywords: organizational Climate, motivation, work performance.