

ANALISIS MOTIVASI KERJA DAN KINERJA KARYAWAN PADA PT GISTRAV INSPIRA INDONESIA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis motivasi kerja dan kinerja karyawan pada PT Gistrav Inspira Indonesia. Penelitian ini menggunakan metode deskriptif kuantitatif. Data primer bersumber dari hasil kuesioner persepsi karyawan. Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan teknik *sampling total* sejumlah 41 responden. Berdasarkan hasil penelitian secara keseluruhan variabel motivasi memiliki rata-rata hitung sebesar 2,91 yang termasuk kategori setuju. Berdasarkan indikator kebutuhan fisiologis memiliki rata-rata hitung sebesar 3,06 termasuk kategori setuju. Kebutuhan rasa aman memiliki rata-rata hitung sebesar 2,79 termasuk kategori setuju. Kebutuhan sosial memiliki rata-rata hitung sebesar 3,16 termasuk kategori setuju. Kebutuhan harga diri memiliki rata-rata hitung sebesar 2,45 termasuk kategori tidak setuju. Kebutuhan aktualisasi diri memiliki rata-rata hitung sebesar 3,10 termasuk kategori setuju. Sedangkan berdasarkan hasil penelitian secara keseluruhan variabel kinerja memiliki rata-rata hitung sebesar 2,82 yang termasuk kategori setuju. Berdasarkan indikator jumlah pekerjaan memiliki rata-rata hitung sebesar 3,16 termasuk kategori setuju. Kualitas pekerjaan memiliki rata-rata hitung sebesar 2,93 termasuk kategori setuju. Ketepatan waktu memiliki rata-rata hitung sebesar 2,44 termasuk kategori tidak setuju. Kehadiran memiliki rata-rata hitung sebesar 2,48 termasuk kategori tidak setuju dan Kemampuan kerjasama memiliki rata-rata hitung sebesar 3,10 termasuk kategori setuju.

Kata Kunci: *Motivasi Kerja, Kinerja Karyawan*

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ANALYSIS WORK MOTIVATION AND EMPLOYEE PERFORMANCE AT PT GISTRAN INSPIRA INDONESIA YOGYAKARTA

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Abstract

This study aims to analyze the motivation and employee performance at PT Gistran Inspira Indonesia. This study uses a quantitative descriptive method. Primary data sourced from the results of the employee perception questionnaire. The Sampling technique used in this study was a total sampling technique with a total of 41 respondents. Based on the result of the study as a whole the motivation variable has a calculated average of 2,91 which belongs to the agreed category. Based on the physiological needs indicator has a calculated average of 3,06 which belongs to the agreed category. The need for security has a calculated average 2,79 which belongs to the agree category, The social needs has a calculated average of 3,16 which belongs to the agree category, Self esteem needs has a calculated average of 3,10 which belongs to the disagree category, Self actualization needs has a calculated average of 3,10 which belongs to the agree category. Meanwhile based on the result of the study as a whole employee performance variable has a calculated average of 2,82 which belongs to agreed category, Based on the quantity of work has a calculated average 3,61 which belongs to the agree category, The quality of work has a calculated average of 2,93 which belongs to the agree category. Punctuality has a calculated average of 2,44 which belongs to the disagree category. Presence has a calculated average of 2,48 which belongs to the disagree category and cooperation ability has a calculated average 3,10 which belongs to the agree category.

Keyword: *Work Motivation, Employee Performance*