

**ANALISIS MOTIVASI KERJA DAN KETERLIBATAN
KERJA KARYAWAN NON MEDIS RUMAH SAKIT UMUM QUEEN
LATIFA YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui Motivasi Kerja dan Keterlibatan Kerja Karyawan Non Medis Rumah Sakit Umum Queen Latifa Yogyakarta. Metode penelitian yang digunakan adalah metode penelitian kuantitatif. Sampel yang digunakan sebanyak 48 responden yang merupakan karyawan non medis dengan teknik pengambilan sampel *purposive sampling*. Analisis data yang digunakan dalam penelitian ini meliputi uji validitas, uji reliabilitas dan rata-rata hitung. Hasil penelitian rata-rata hitung motivasi kerja diperoleh hasil rata-rata secara keseluruhan sebesar 2.91 kriteria nilai setuju. Rata-rata indikator Fisiologi sebesar 2.49 kriteria nilai tidak setuju, Indikator rasa aman sebesar 2.89 kriteria nilai setuju, indikator sosial sebesar 3.12 kriteria nilai setuju, indikator penghargaan sebesar 3.01 kriteria nilai setuju dan indikator Aktualisasi diri sebesar 3.07 kriteria nilai setuju. Hasil rata-rata hitung keterlibatan kerja diperoleh rata-rata secara keseluruhan sebesar 3.03 kriteria nilai setuju. Rata-rata untuk indikator Aktif berpartisipasi dalam pekerjaan sebesar 3.08 kriteria nilai setuju, indikator Menunjukkan pekerjaan yang utama 2.83 kriteria nilai setuju dan indikator Melihat pekerjaan sebagai sesuatu yang penting bagi harga diri 3.20 kriteria nilai setuju.

Kata Kunci : *Motivasi Kerja, Keterlibatan Kerja, Queen Latifa.*

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**ANALYSIS OF WORK MOTIVATION AND WORK INVOLVEMENT OF
NON MEDICAL EMPLOYEES QUEEN LATIFA GENERAL HOSPITAL
YOGYAKARTA**

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Abstract

This study aims to determine the Work Motivation and Work Involvement of Non-Medical Employees at Queen Latifa General Hospital, Yogyakarta. The research method used is a quantitative research method. The samples used were 48 respondents who were non-medical employees using purposive sampling technique. Analysis of the data used in this study includes validity test, reliability test and arithmetic mean. The results of the study on average calculating work motivation obtained an overall average result of 2.91, the criterion value agrees. The average value of Physiology indicators is 2.49 criteria for disagreeing, an indicator of security is 2.89 criteria for agreeing values, a social indicator is 3.12 criteria for values agreeing, an appreciation indicator is 3.01 criteria for agreeing values and an indicator of self-actualization is 3.07 criteria for agreeing values. From the results of calculating the average work involvement, it is obtained an overall average of 3.03, the criterion value agrees. The average for indicators Actively participating in work is 3.08, the criteria value agrees, the indicator Shows the main job 2.83, the criteria agrees, and the indicator sees work as something important for self-esteem, 3.20 the criteria agrees.

Keywords : Work Motivation, Work Involvement, Queen Latifa.