

PENGARUH PERSEPSI KOMPENSASI TERHADAP MOTIVASI KERJA KARYAWAN DI PERUSAHAAN KARISO FURNITURE INDONESIA

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ABSTRAK

Keberhasilan suatu perusahaan yang bergerak di bidang industri mebel di pengaruhi oleh sumber daya manusia dalam pembuatan furnitur. Perusahaan harus memberikan perhatian yang lebih kepada karyawan agar karyawan memiliki motivasi kerja, untuk meningkatkan motivasi kerja karyawan perusahaan dituntut untuk memperhatikan segala sesuatu yang dapat mempengaruhi motivasi kerja salah satunya dalam pemberian kompensasi. Namun setiap karyawan memiliki persepsi kompensasi yang berdeda-beda. Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh persepsi kompensasi terhadap motivasi kerja karyawan. Penelitian ini menggunakan metode kuantitatif dengan metode pengumpulan data menggunakan dua skala psikologi yaitu skala persepsi kompensasi yang disusun berdasarkan aspek-aspek persepsi menurut Sears (2009) dan skala motivasi kerja berdasarkan aspek motivasi Robert Franken (2002). Teknik analisis data yang digunakan adalah teknik analisis regresi linier sederhana. Subjek yang digunakan adalah 35 orang karyawan di bagian produksi furnitur di Perusahaan Kariso Furniture Indonesia. Teknik pengambilan subjek penelitian dengan menggunakan purposive sampling, yaitu berdasarkan kriteria yang telah ditentukan oleh peneliti. Berdasarkan hasil penelitian 85,7% karyawan memiliki persepsi kompensasi dalam kategori tinggi dan 14,3% karyawan memiliki persepsi kompensasi dalam kategori sedang. Besaran sumbangan efektif persepsi kompensasi terhadap motivasi kerja adalah sebesar 37,4%. Hasil penelitian diketahui bahwa hipotesis kerja diterima (H_a) yaitu terdapat pengaruh persepsi kompensasi terhadap motivasi kerja karyawan di Perusahaan Kariso Furniture Indonesia dengan koefisien nilai p sebesar 0,000 nilai tersebut lebih kecil dari 0,05 ($0,000 < 0,05$) maka dapat disimpulkan bahwa H_0 ditolak dan H_a diterima.

Kata Kunci: Kompensasi, Motivasi Kerja Karyawan, Persepsi

THE EFFECT OF PERCEPTION COMPENSATION ON EMPLOYEE MOTIVATION IN KARISO FURNITURE INDONESIA COMPANY

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ABSTRACT

The success of a company engaged in the furniture industry is influenced by human resources in the manufacture of furniture. Companies must give more attention to employees so that employees have work motivation. To increase work motivation, company employees are required to pay attention to everything that can affect work motivation, one of which is the provision of compensation. However, each employee has a different perception of compensation. The purpose of this study is to determine the effect of perceived compensation on employee motivation. This study uses quantitative methods with data collection methods using two psychological scales, namely the compensation perception scale which is based on the perceptual aspects according to Sears (2009) and the work motivation scale based on the motivational aspects of Robert Franken (2002). The data analysis technique used is a simple linear regression analysis technique. The subjects used were 35 employees in the furniture production division at the Kariso Furniture Indonesia Company. The technique of taking research subjects using purposive sampling, which is based on the criteria that have been determined by the researcher. Based on the results of the study 85.7% of employees have a perception of compensation in the high category and 14.3% of employees have a perception of compensation in the medium category. The effective contribution of compensation perception to work motivation is 37.4%. The results showed that the work hypothesis was accepted (H_a), which means that there is an effect of perceived compensation on employee work motivation at the Kariso Furniture Indonesia Company with a p-value coefficient of 0.000, the value is smaller than 0.05 ($0.000 < 0.05$), it can be concluded that H_0 is rejected and H_a is accepted.

Keywords: Compensation, Employee Work Motivation, Perception