

## **“PENGARUH MOTIVASI DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN *BEST CITY HOTEL YOGYAKARTA*”**

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### **Abstrak**

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh variabel motivasi terhadap kinerja karyawan *Best City Hotel* Yogyakarta (2) Pengaruh variabel kepuasan kerja terhadap kinerja karyawan *Best City Hotel* Yogyakarta (3) Pengaruh variabel motivasi kerja dan kepuasan kerja terhadap kinerja karyawan *Best City Hotel* Yogyakarta. Metode pengumpulan data yang digunakan dalam penelitian ini yaitu melalui kuisioner dan wawancara tidak terstruktur. Sampel yang digunakan dalam penelitian ini adalah karyawan *Best City Hotel* Yogyakarta yang berjumlah 35 karyawan. Pengujian statistik yang digunakan pada penelitian ini adalah analisis uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda, uji t, uji F, koefisien determinasi ( $R^2$ ) dan analisis rata-rata hitung. Hasil penelitian menunjukkan bahwa dari hasil uji t didapatkan nilai signifikansi variabel motivasi sebesar  $0,006 < 0,05$  dan nilai t hitung sebesar  $2.965 > t$  tabel sebesar 2.037, sehingga dari nilai signifikansi dan t hitung tersebut dapat dikatakan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan *Best City Hotel* Yogyakarta. Sedangkan nilai signifikansi variabel kepuasan kerja sebesar  $0,007 < 0,05$  dan nilai t hitung sebesar  $2.865 > t$  tabel sebesar 2.037, sehingga dari nilai signifikansi dan t hitung tersebut dapat dikatakan bahwa kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan *Best City Hotel* Yogyakarta. Hasil uji F diperoleh signifikansi  $0,000 < 0,05$  dan nilai F hitung sebesar  $41.932 > F$  tabel sebesar 3.290, sehingga dapat dikatakan secara simultan motivasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan *Best City Hotel* Yogyakarta. Hasil uji koefisien determinasi menunjukkan nilai *Adjusted R Square* sebesar 70,7% sedangkan sisanya 29,3% dijelaskan oleh variabel lain yang tidak dijelaskan dalam variabel ini.

**Kata Kunci:** *Motivasi, Kepuasan Kerja dan Kinerja Karyawan*

**THE INFLUENCE OF MOTIVATION AND JOB SATISFACTION  
ON EMPLOYEE PERFORMANCE IN BEST CITY HOTEL YOGYAKARTA**

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**Abstract**

*This study aims to determine: (1) The influence of motivation variables on employee performance at Best City Hotel Yogyakarta (2) The influence of job satisfaction variables on employee performance at Best City Hotel Yogyakarta (3) The influence of work motivation and job satisfaction variables on employee performance at Best City Hotel Yogyakarta. The data collection methods used in this study were questionnaires and unstructured interviews. The sample used in this study were 35 employees of Best City Hotel Yogyakarta. The statistical test used in this study is the analysis of the validity test, the reliability test, the normality test, the multicollinearity test, the heteroscedasticity test, the multiple linear regression test, the t test, the F test, the coefficient of determination ( $R^2$ ) and the analysis of the mean count. The results showed that from the results of the t test, the significance value of the motivation variable was  $0.006 < 0.05$  and the t value was  $2.965 > t$  table was 2.037, so that from the significance value and t count it can be said that motivation has a positive and significant effect on employee performance Best City Hotel Yogyakarta. While the significance value of the job satisfaction variable is  $0.007 < 0.05$  and the t value is  $2.865 > t$  table is 2.037, so from the significance value and t count it can be said that job satisfaction has a positive and significant effect on the employee performance of Best City Hotel Yogyakarta. The results of the F test obtained a significance of  $0.000 < 0.05$  and the calculated F value of  $41.932 > F$  table of 3,290, so it can be said simultaneously that motivation and job satisfaction have a positive and significant effect on the employee performance of Best City Hotel Yogyakarta. The result of the coefficient of determination test shows that the value is Adjusted R Square 70.7% while the remaining 29.3% is explained by other variables that are not explained in this variable.*

**Keywords:** Motivation, Job Satisfaction and Employee Performance