

PENGARUH MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT. A. TAKRIB GROUP YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Motivasi Terhadap Kinerja Karyawan Pada PT. A. Takrib Group Yogyakarta. Metode pengumpulan data yang digunakan dalam penelitian adalah kuesioner, wawancara dan observasi. Sampel yang diambil dalam penelitian ini berjumlah 41 karyawan. Teknik pengambilan sampel yang digunakan adalah *simple random sampling* yaitu teknik pengambilan sampel dengan cara mengambil secara acak dari anggota populasi sebagai responden atau sampel. Pengujian statistik yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji heteroskedastisitas, analisis regresi linier sederhana, uji hipotesis, koefisien determinasi dan analisis rata-rata hitung. Dari hasil data analisis regresi sederhana diperoleh hasil $Y = 9,341 + 0,634x + e$. Dari hasil uji T dapat diketahui bahwa variabel motivasi memiliki t_{hitung} sebesar 5,125, t_{tabel} sebesar 2,024, sehingga $t_{hitung} > t_{tabel}$. Kemudian dengan nilai signifikansi variabel motivasi (X) sebesar 0,000 lebih kecil dari probabilitas 0,05, sehingga H_0 ditolak dan H_a diterima, maka disimpulkan terdapat pengaruh variabel motivasi terhadap kinerja karyawan Pada PT. A. Takrib Group Yogyakarta. Dari hasil analisis koefisien determinasi (R^2) diketahui bahwa nilai *Adjusted R Square* adalah sebesar 0,387 atau 38,7%. Dari hasil tersebut maka dapat dikatakan bahwa varibel kinerja karyawan dipengaruhi oleh variabel motivasi sebesar 38,7%, sedangkan sisanya sebesar 61,3% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci : Motivasi, Kinerja

23/6/21
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THE INFLUENCE OF MOTIVATION ON EMPLOYEES PERFORMANCE IN A. TAKRIB GROUP YOGYAKARTA

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Abstract

This study aims to determine the presence or absence of motivation on employee performance at PT. A. Takrib Group Yogyakarta which has 69 employees. Data collection methods used in the study were questionnaires, interviews and observations. The sample taken in this study amounted to 41 employees. The sampling technique used was simple random sampling, namely the sampling technique by taking randomly from members of the population as respondents or samples. The statistical test used is validity test, reliability test, normality test, linearity test, heteroscedasticity test, simple linear regression analysis, hypothesis testing, coefficient of determination and analysis of arithmetic mean. From the results of simple regression analysis data, the results obtained $Y = 9.341 + 0.634x + e$. From the results of simple regression analysis data, the results obtained $Y = 9.341 + 0.634x + e$. From the results of the T test it can be seen that the motivation variable has T count value of 5.125, T table in this study of 2.024, so it can be said that $t \text{ count} > t \text{ table}$, it can be concluded that in the T test in this study there is an influence of motivation variables on employee performance variables at PT. A. Takrib Group Yogyakarta. With the significance value of the motivation variable (X) of 0.000, which is smaller than the probability of 0.05, it can be concluded that H_0 is rejected and H_a is accepted, which means that there is a significant influence of motivation on employee performance at PT. A. Takrib Group Yogyakarta. From the analysis of the coefficient of determination (R^2), it is known that the value of Adjusted R Square is 0.387 or 38.7%. From these results it can be said that the employee performance variables are influenced by the motivational variable of 38.7%, while the remaining 61.3% is influenced by other variables not examined in this study.

Keywords: Motivation, Performance