

ABSTRAK

HUBUNGAN PERSEPSI KARYAWAN ATAS UPAH YANG DITERIMA KARYAWAN DENGAN MOTIVASI KERJA KARYAWAN

Studi Kasus Pada RSU Bethesda Lempuyangwangi Yogyakarta

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2006

Tujuan penelitian ini adalah untuk mengetahui 1) Adakah perbedaan yang signifikan persepsi karyawan atas upah yang diterima karyawan berdasarkan tingkat usia karyawan, jenis kelamin, status perkawinan, tingkat pendidikan, dan lama bekerja, 2) Adakah perbedaan motivasi kerja karyawan berdasarkan tingkat usia karyawan, jenis kelamin, status perkawinan, tingkat pendidikan, dan lama bekerja, 3) Adakah hubungan yang positif persepsi karyawan atas upah yang diterima karyawan dengan motivasi kerja karyawan.

Data diambil dengan teknik kuesioner dan dokumentasi. Responden sebanyak 80 karyawan dan data diambil dengan teknik *incidental*. Hipotesis 1) Ada perbedaan persepsi karyawan atas upah yang diterima karyawan berdasarkan tingkat usia karyawan, jenis kelamin, status perkawinan, tingkat pendidikan, dan lama bekerja 2) Ada perbedaan motivasi kerja karyawan berdasarkan tingkat usia karyawan, jenis kelamin, status perkawinan, tingkat pendidikan, dan lama bekerja. 3) Ada hubungan yang positif persepsi karyawan atas upah yang diterima karyawan dengan motivasi kerja karyawan. Untuk menguji kebenaran hipotesis tersebut, maka dianalisis dengan media statistik. Untuk hipotesis pertama dan kedua digunakan *Chi-Kuadrat*, untuk hipotesis ketiga digunakan korelasi *Product Moment*.

Berdasarkan analisis pertama ada perbedaan persepsi karyawan yang signifikan atas upah yang diterima karyawan berdasarkan jenis kelamin dan tingkat pendidikan. Berdasarkan analisis kedua ada perbedaan motivasi kerja karyawan berdasarkan tingkat pendidikan. Berdasarkan analisis ketiga ada hubungan yang positif dan signifikan persepsi karyawan atas upah yang diterima karyawan dengan motivasi kerja karyawan.

ABSTRACT

EMPLOYEE'S PERCEPTION CORRELATION ON WAGES TO RECEIVE EMPLOYEE'S WITH EMPLOYEE'S WORK MOTIVATION

A case study at RSU Bethesda Lempuyangwangi Yogyakarta

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The objective of this research were to know 1) Whether there was a significant difference employee's perception on wage employees receive base on age, gender, marital status, education, working period. 2) Whether there was a significant difference on employee's work motivation base on age, gender, marital status, education, working period. 3) Whether there was a positive and significant correlation between employee's perception on wage employees receive and employee's work motivation.

The data collection techniques were questionnare and documentation. The total number of respondents are 80 employee's. Taken through incidental sampling techniques. The first hypothesis was that there was a significant difference on employee's perception based on age, gender, marital status, education, working period. The second hypothesis was that there was a significant differences base on age, gender, marital status, education, working period. The third hypothesis was that there was a positive and significant correlation between employee's perception on wage employees receive and employee's work motivation. To test the hypothesis, researcher analyzed the data using statistical method. To the first and second hypothesis used *Chi-Square (X²)* method. The third hypothesis used *Product Moment* correlation analyse.

Base on data analysis, it was found that there was a significant differences base on marital status and education. Beside it was found that there was a significant difference base on educatin. Furthermore, it was found that there was a positive and significant correlation between employee's perception on wage employees receive and employee's work motivation.