# ABSTRAK

## HUBUNGAN ANTARA MOTIVASI, PENGALAMAN KERJA
## DAN KINERJA KARYAWAN

Studi Kasus Pada Rumah Sakit Harapan Magelang

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Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara motivasi, pengalaman kerja dan kinerja karyawan. Penelitian ini dilakukan di Rumah sakit Harapan Magelang yang berlokasi di jalan Tidar No. 42 Magelang.

Sampel penelitian berjumlah 55 orang yang merupakan karyawan Rumah Sakit Harapan Magelang. Teknik pengambilan sampel menggunakan *accidental sampling*, dan teknik pengumpulan data yang digunakan adalah dokumentasi dan kuesioner. Teknik analisis data yang digunakan untuk menjawab masalah penelitian tentang hubungan antar variabel, menggunakan koefisien korelasi *product moment* dari Pearson dan koefisien korelasi berganda. Untuk menjawab rumusan masalah I dan II digunakan analisis korelasi *product moment* dan untuk menjawab rumusan masalah III digunakan analisis korelasi berganda.

Dari hasil perhitungan diketahui ada hubungan yang positif dan signifikan antara motivasi dan kinerja karyawan. Hubungan antara pengalaman kerja dan kinerja karyawan positif dan signifikan. Hubungan antara motivasi, pengalaman kerja dan kinerja karyawan juga positif dan signifikan.

# ABSTRACT

## THE RELATONSHIPS BETWEEN MOTIVATION, JOB EXPERIENCE AND EMPLOYEE'S PERFORMANCE

A Case Study at " Harapan " Private Hospital  Magelang

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This research aimed to know the relationship between motivation, job experience and employees performance.This research was conducted at "Harapan" Private Hospital Magelang located at jalan Tidar No.42 Magelang.

The sample comprised employees of 55 persons. The sampling technique was *accidental sampling*, and the data collection methods were documentation and questionnaire. The data analysis techniques used to address the research problem were Pearson's *Product Moment Correlation Coefficient* and *Double Correlation Coefficient. Product Moment Correlation* Analysis was used to answer the first and second research problems. The third problem was analyzed using *Double Correlation* Analysis.

Results showed that there was a significant and positive correlation between motivation and employees performance. The same result was also found between job experience and employess performance where there was a significant and positive correlation. Futhermore, it was found that the correlation amongst motivation, job experience and employees performance was positive and significant.