

## ABSTRAK

### ANALISIS HUBUNGAN MOTIVASI DAN PRESTASI KERJA DENGAN KEPUASAN KERJA KARYAWAN

Studi Kasus pada Karyawan Departemen Produksi PT. Berlico Mulia Farma  
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Penelitian ini bertujuan untuk (1) mengetahui bagaimana hubungan antara motivasi dengan kepuasan kerja karyawan (2) mengetahui bagaimana hubungan antara prestasi kerja dengan kepuasan kerja karyawan (3) mengetahui bagaimana hubungan antara motivasi dan prestasi kerja dengan kepuasan kerja karyawan.

Jenis penelitian ini adalah studi kasus. Ada tiga metode pengumpulan data (1) kuesioner (2) dokumentasi (3) wawancara. Sampel yang diambil yaitu karyawan PT. Berlico Mulia Farma pada departemen produksi yang berjumlah 100 orang.

Untuk mengetahui hubungan antara motivasi dengan kepuasan kerja karyawan, hubungan antara prestasi kerja dengan kepuasan kerja karyawan digunakan teknik analisis data koefisien korelasi *product moment*. Sedangkan untuk mengetahui hubungan antara motivasi dan prestasi kerja dengan kepuasan kerja karyawan digunakan teknik koefisien korelasi berganda.

Berdasarkan hasil penelitian dan pengolahan data yang dilakukan oleh penulis, maka terbukti bahwa (1) ada hubungan positif dan signifikan antara motivasi dengan kepuasan kerja karyawan, dimana ditunjukkan dengan nilai  $r$  sebesar 0,519 dan nilai  $t_{tabel}$  (1,661) lebih kecil dari  $t_{hitung}$  (6,011). (2) ada hubungan positif dan signifikan antara prestasi kerja dengan kepuasan kerja karyawan, dimana ditunjukkan dengan nilai  $r$  sebesar 0,327 dan nilai  $t_{tabel}$  (1,661) lebih kecil dari  $t_{hitung}$  (3,425). (3) ada hubungan positif dan signifikan antara motivasi dan prestasi kerja dengan kepuasan kerja karyawan, dimana ditunjukkan dengan nilai  $R$  sebesar 0,553 dan nilai  $F_{tabel}$  (2,308) lebih kecil dari  $F_{hitung}$  (21,353).

## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN MOTIVATION AND WORK ACHIEVEMENT WITH THE WORK SATISFACTION**

The Case Study of The Employee of Production Department at PT. Berlico Mulia  
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The research were aimed (1) to find out the relationship between the motivation with the work satisfaction (2) to find out the relationship between the work achievement with the work satisfaction (3) to find out the relationship between motivation and work achievement with the work satisfaction.

The type of the research was case study. There were three data collection methods, namely (1) questionnaire (2) documentation and (4) interview the sample was production employees of PT. Berlico Mulia Farma. Total sample was 100.

To find out the relationship between the motivation with the satisfaction of employee' work, the relationship between the work achievement with the work satisfaction the technique correlation coefficient of product moment was used. While to find out the relationship between the motivation and the work achievement with the work satisfaction the double correlation coefficient was used.

The result of the research were (1) there was positive and significant relationship between the motivation with the work satisfaction, it was indicated by 0,519 r value, and the critical value of t (1,661) less than the calculated value of t (6,011). (2) there was positive and significant relationship between the work achievement with the work satisfaction, it was indicated by 0,327 r value, and the critical value of t (1,661) less than the calculated value of t (3,425). (3) there was positive and significant relationship between the motivation and work achievement with the work satisfaction, it was indicated by 0,553 R value, and the critical value of F (2,308) less than the calculated value of F (21,353).