

**ABSTRAK**

**PENGARUH KEBUTUHAN MANUSIA BERDASARKAN HIRARKI  
KEBUTUHAN MASLOW PADA KINERJA KARYAWAN UNIVERSITAS  
SANATA DHARMA**

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Penelitian ini bertujuan untuk mengetahui pengaruh kebutuhan manusia berdasarkan hirarki kebutuhan Maslow, yaitu: kebutuhan fisiologis, kebutuhan keamanan, kebutuhan sosial, kebutuhan penghargaan, dan kebutuhan aktualisasi diri pada kinerja karyawan Universitas Sanata Dharma.

Teknik pengambilan sampel dalam penelitian ini adalah *random sampling*. Pengumpulan data dilakukan dengan kuesioner. Dalam menganalisis data yang diperoleh, digunakan analisis regresi berganda.

Hasil penelitian ini menunjukkan bahwa kebutuhan sosial dan kebutuhan penghargaan berpengaruh positif pada kinerja karyawan, sedangkan kebutuhan fisiologis, kebutuhan keamanan, dan kebutuhan aktualisasi diri tidak berpengaruh pada kinerja karyawan di Universitas Sanata Dharma.

Kata kunci: kebutuhan fisiologis, kebutuhan keamanan, kebutuhan sosial, kebutuhan penghargaan, kebutuhan aktualisasi diri, kinerja.

**ABSTRACT**

**INFLUENCE OF THE HUMAN NEEDS BASED ON MASLOW'S  
HIERARCHY OF NEEDS IN THE EMPLOYEE'S PERFORMANCE OF  
SANATA DHARMA UNIVERSITY**

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This study aims that is, to determine the effect of human needs based on Maslow's hierarchy of needs, physiological needs, safety needs, social needs, needs of respect, and self-actualization needs on performance of University of Sanata Dharma's employees.

Sampling techniques in the study was random sampling. The data were collected by distributing questionnaire. Multiple regression analysis was used in analyzing the data obtained.

The results of this research suggest that social needs and the needs of awards affect employee performance positively, while the physiological needs, security needs, and self-actualization needs do affect the performance of employees at the University of Sanata Dharma.

Key words: physiological needs, safety needs, social needs, needs respect, self-actualization needs, performance.