

ABSTRAK

HUBUNGAN ANTARA MOTIVASI DAN PENGALAMAN KERJA KARYAWAN DENGAN PRODUKTIVITAS KERJA KARYAWAN

Estriyani Puji Rahayu
Universitas Sanata Dharma
Yogyakarta
2000

Penelitian ini merupakan suatu studi kasus pada CV. Sumber Mas Jaten, Karanganyar. Penelitian ini dilaksanakan pada bulan September sampai dengan Desember 1999. Tujuan Penelitian ini adalah untuk mengetahui hubungan antara motivasi dan produktivitas kerja karyawan, hubungan antara pengalaman kerja dan produktivitas kerja karyawan, serta hubungan antara motivasi dan pengalaman kerja dengan produktivitas kerja karyawan.

Untuk mendapatkan data peneliti menggunakan kuesioner yang dilengkapi dengan teknik dokumentasi, wawancara dan observasi. Data tersebut kemudian diolah dengan menggunakan dua teknik, yaitu teknik analisis koefisien korelasi partial dan teknik analisis koefisien korelasi berganda. Teknik koefisien korelasi partial digunakan untuk meneliti hubungan antara motivasi dan produktivitas kerja karyawan, dan hubungan antara pengalaman kerja dan produktivitas kerja karyawan. Teknik analisis koefisien korelasi berganda digunakan untuk mengetahui hubungan antara motivasi dan pengalaman kerja karyawan dengan produktivitas kerja karyawan.

Dari hasil pengolahan data tersebut terbukti bahwa (1) tidak ada hubungan antara motivasi dan produktivitas kerja karyawan (2) ada hubungan antara pengalaman kerja dan produktivitas kerja karyawan (3) ada hubungan antara motivasi dan pengalaman kerja dengan produktivitas kerja karyawan.

ABSTRACT

THE RELATIONSHIP BETWEEN THE MOTIVATION AND THE WORK EXPERIENCE OF THE EMPLOYEES WITH THE PRODUCTIVITY OF THE EMPLOYEES

A Case Study at CV. Sumber Mas

Estriyani Puji Rahayu
Sanata Dharma University
Yogyakarta
2000

This research was a case study at *CV. Sumber Mas Jaten, Karanganyar*. It was carried out from September to December 1999. The purpose of this study was to investigate the relationship between the motivation and the productivity of the employees, the relationship between the work experience and the productivity of the employees, and the relationship between the motivation and the work experience of the employees with the productivity of the employees.

In gathering the data the researcher used questionnaires in which the documentation, interview and observation techniques were included. Those data then, were analyzed by using two techniques. Those were *Partial Coefficient Correlation Analysis* and *Multiple Coefficient Correlation Analysis*. *The Partial Coefficient Correlation Analysis* was used to investigate the relationship between the motivation and the productivity of the employees, and the relationship between the work experience and the productivity of the employees. *The Multiple Coefficient Correlation Analysis* was used to investigate the relationship between the motivation and the work experience of the employees with the productivity of the employees.

Based on the data analysis it was concluded that (1) there was no relationship between the motivation and the productivity of the employees (2) there was a relationship between the work experience and the productivity of the employees (3) there was a relationship between the motivation and the work experience of the employees with the productivity of the employees.