

ABSTRAK

ANALISIS PERBEDAAN PRESTASI KERJA KARYAWAN DITINJAU DARI MOTIVASI KERJA DAN DISIPLIN KERJA

Studi Kasus pada CV. Gula Jawa
Krapyak Kulon No. 87 Panggunharjo Sewon Bantul

Paulus Nurwidiasto
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui apakah ada perbedaan prestasi kerja karyawan ditinjau dari tingkat motivasi kerja dan untuk mengetahui apakah ada perbedaan prestasi kerja karyawan ditinjau dari tingkat kedisiplinan kerja. Jenis penelitian yang digunakan adalah studi kasus.

Penelitian ini dilaksanakan di CV. Gula Jawa Krapyak Kulon No. 87 Panggunharjo Sewon Bantul Yogyakarta. Teknik pengumpulan data yang digunakan adalah wawancara, observasi, dokumentasi dan kuesioner yang dibagikan kepada 42 responden, yaitu karyawan bagian produksi. Teknik analisis data yang dipakai adalah analisis statistik Chi-kuadrat (*Chi-Square*), yaitu analisis yang digunakan untuk menguji signifikansi perbedaan frekuensi yang diobservasi (F_o) atau frekuensi yang diperoleh berdasarkan data, dengan frekuensi yang diharapkan (F_h). Taraf signifikansi yang digunakan sebesar 5% dan interval kepercayaan 95%.

Hasil penelitian menunjukkan bahwa: 1) Ada perbedaan prestasi kerja karyawan ditinjau dari tingkat motivasi kerja, hal ini dapat dilihat dari hasil total $X^2 = 35,78 > X^2 \text{ tabel} = 9,49$. 2) Ada perbedaan prestasi kerja karyawan ditinjau dari tingkat disiplin kerja, hal ini dapat dilihat dari hasil total $X^2 = 38,79 > X^2 \text{ tabel} = 9,49$.

ABSTRACT

AN ANALYSIS

ON THE DIFFERENCE OF EMPLOYEES WORKING PERFORMANCE
VIEWED FROM MOTIVATION AND DISCIPLINE PERSPECTIVES

A case study at CV Gula Jawa
in Krapyak Kulon No. 87 Panggungharjo Sewon Bantul Yogyakarta

Paulus Nurwidiasto
Sanata Dharma University
Yogyakarta
2002

This research aimed to recognizing whether or not there were any differences in the working achievement and differences in employees work achievement viewed in the point of view of the degree of disciplines. This research was case of study at CV Gula Jawa Krapyak Kulon No. 87 in Panggungharjo Sewon Bantul Yogyakarta.

This research was done at CV. Gula Jawa Krapyak Kulon No. 87 in Panggungharjo Sewon Bantul Yogyakarta. The data gathering technique used was interview, observation, documentation and questionnaire, which were distributed to 42 production staffs as the respondents. The data analysis technique used was Chi-square statistic analysis, an analysis used for examining the significance of the difference between observed frequency (F_o) or the frequency resulting from the data, with the expected frequency (F_h). The standard of significance used was 5% and trust interval was 95%.

The research findings showed that: (1) There was a significant difference of employees working achievement viewed from various degree of working motivation. This could also be seen from the research finding, that was the total $X^2 = 35.78 > X^2 \text{ table} = 9.49$. (2) There was a significant difference of employees working achievement viewed from various degree of working discipline. This could be seen from research finding, that was total $X^2 = 38.79 > X^2 \text{ table} = 9.49$.