

**Perbedaan Motivasi Berprestasi antara Karyawan Kontrak
dan Karyawan Tetap pada PT.BRI Persero (cabang) Singkawang**

Oleh : Mery Tri Meilany R. A.

ABSTRAK

Studi ini dirancang untuk meneliti perbedaan motivasi berprestasi antara karyawan kontrak dan karyawan tetap pada PT.BRI Persero cabang Singkawang. Motivasi berprestasi akan memotivasi karyawan sehingga menghasilkan kinerja/ hasil yang baik bagi perusahaan.

Penelitian ini dilakukan pada 40 orang karyawan kontrak dan 40 orang karyawan tetap, usia 21-45 tahun, tingkat pendidikan minimal SMU. Indikator motivasi berprestasi adalah tanggung jawab pribadi, kebutuhan akan umpan balik hasil pekerjaan, inovati, tekun, dan menyukai pekerjaan dengan kesulitan yang sedang. Analisis data menggunakan metode kuantitatif.

Hasil penelitian menunjukkan ada perbedaan yang signifikan dalam mean empirik karyawan kontrak (99,83) dan karyawan tetap (91,35) dengan t test = 4,413 dan probabilitas sebesar ,000 ($p < 0,05$). Hasil penelitian ini berarti ada perbedaan antara motivasi berprestasi antara karyawan kontrak dan karyawan tetap pada PT.BRI (persero) cabang Singkawang, dimana motivasi karyawan kontrak lebih tinggi daripada karyawan tetap.

Kata kunci : Motivasi berprestasi, karyawan kontrak dan karyawan tetap

The Differences of Achievement Motivation between Contract Employee and Permanent Employee at PT. BRI (Persero) Singkawang

By : Mery Tri Meilany R. A.

ABSTRACT

This research aims reveal the differences achievement motivation between contract employee and permanent employee. Achievement motivation will motivate the employee to conduct their optimum competence in their work performance resulting in the improvements for the company.

This research was conducted to 40 subject of contract employee and 40 subject of permanent employee, they were 21-45 years old, and they education minimal high school. The indicators of achievement motivation were having individual responsibility, feed back for their job, inovative, perseverance, and prefer moderately difficult task.

The result showed a significant differences between empirical mean contract employee (99,83) and permanent employee (91,35) with t-tes = 4,413 and probability ,000 ($p < 0,05$). It meant that there is a differences of achievement motivation between contract employee and permanent employee at PT. BRI (Persero) Singkawang, which achievement motivation contract employee higher than achievement motivation permanent employee.

Key words : Achievement motivation, contract employee and permanent employee.