

ABSTRAK

ANALISIS HUBUNGAN MOTIVASI KERJA, LINGKUNGAN KERJA, DAN
PENGALAMAN KERJA DENGAN PRESTASI KERJA KARYAWAN

Studi Kasus : Bagian Pematikan Kayu Sanggar Peni
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Penelitian ini bertujuan untuk mengetahui apakah ada hubungan positif dan signifikan antara : 1) Motivasi kerja dengan prestasi kerja karyawan, 2) Lingkungan kerja dengan prestasi kerja karyawan, 3) Pengalaman kerja dengan prestasi kerja karyawan, 4) Motivasi kerja, lingkungan kerja, dan pengalaman kerja dengan prestasi kerja karyawan secara bersama-sama

Penelitian ini dilakukan di Kerajinan Kayu Sanggar Peni, Kreet, Pajangan Bantul pada bulan Juli-Agustus 2004. Dalam penelitian ini yang menjadi populasi adalah semua karyawan bagian pematikan sebanyak 50 orang. Teknik pengumpulan data yang digunakan adalah kuesioner, yang dilengkapi dengan wawancara, dan dokumentasi.

Untuk menjawab masalah pertama, kedua, ketiga digunakan adalah analisis statistik korelasi Product Moment, sedangkan untuk menjawab masalah yang keempat menggunakan analisis korelasi ganda.

Hasil penelitian menunjukkan bahwa ; (1) Ada hubungan antara motivasi kerja dengan prestasi kerja ($r_{x1y} = 0,278$ dengan $t\text{-hit} = 1,989 > t\text{-tab} = 1,677$), (2) Ada hubungan antara lingkungan kerja dengan prestasi kerja ($r_{x2y} = 0,523$ dengan $t\text{-hit} = 4,252 > t\text{-tab} = 1,677$), (3) Ada hubungan antara pengalaman kerja dengan prestasi kerja ($r_{x3y} = 0,523$ dengan $t\text{-hit} = 4,237 > t\text{-tab} = 1,677$), (4) Ada hubungan antara motivasi kerja, lingkungan kerja, dan pengalaman kerja secara bersama-sama dengan prestasi kerja karyawan didapatkan $R_{y1,2,3} = 0,577742157$ dengan $F\text{-hit} = 20,979339267 > f\text{-tab} = 2,807$.

ABSTRACT

AN ANALYSIS OF THE RELATIONSHIP BETWEEN WORK MOTIVATION,
WORK ENVIRONMENT, AND JOB EXPERIENCE WITH EMPLOYEES'
WORK ACHIEVEMENT

A Case Study: Wood Crafting Department of "Peni" Galery

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This research was aimed to know whether or not there was positive and significant relationship between (1) work motivation and employees' work achievement; (2) work environment and employees' work achievement; (3) work experience and employees' work achievement; (4) work motivation, work environment, and work experience taken together and employees' work achievement.

This research was conducted at Wood Crafting Department of "Peni" Galery, Krebet, Pajangan Bantul from July to August 2004. In this research the population was all of employees at wood crafting department as many as 50 people. The technique of data collecting used were questionnaire, completed with the interviews, and documentation.

To answer the first, second, and third problems, this research used an analysis of statistic correlation of Product Moment, while to answer the fourth problem it used multiple correlation analysis.

The results of the research showed that; (1) there was a positive and significant relationship between work motivation and employees' work achievement ($r_{x_1y} = 0,278$ by $t\text{-count} = 1,989 > t\text{-tab} = 1,677$); (2) there was a positive and significant relationship between work environment and employees' work achievement ($r_{x_2y} = 0,523$ by $t\text{-count} = 4,252 > t\text{-tab} = 1,677$); (3) there was a positive and significant relationship between work experience and employees work achievement ($r_{x_3y} = 0,523$ by $t\text{-count} = 4,237 > t\text{-tab} = 1,677$); (4) there was a positive and significant relationship between work motivation, work environment, and work experience taken together and employees' work achievement ($R_{y_{1,2,3}} = 0,577742157$ by $F\text{-count} = 20,979339267 > F\text{-tab} = 2,807$).