

ABSTRAK

Pengaruh Motivasi terhadap Kinerja Karyawan Ditinjau dari Kemampuan dalam Menyelesaikan Pekerjaan (Studi Kasus Pada Karyawan Bagian Operasional PT. Intan Pariwara Klaten)

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Penelitian ini bertujuan untuk mengetahui tingkat motivasi karyawan bagian operasional, mengetahui tingkat kemampuan karyawan dalam menyelesaikan pekerjaan dan pengaruh motivasi terhadap kinerja karyawan PT. Intan Pariwara. Penelitian dilakukan di PT. Intan Pariwara Klaten dengan mengambil responden adalah karyawan bagian operasional.

Penelitian dilakukan dengan menyebarkan kuesioner kepada 100 orang dan hanya 94 kuesioner yang kembali dan dapat diolah penulis. Ada tiga teknik analisis yang digunakan untuk menganalisis data, yaitu analisis tingkat motivasi, analisis tingkat kemampuan kerja karyawan dan analisis regresi linier sederhana. Analisis pertama dilakukan untuk mengetahui tingkat motivasi karyawan bagian operasional, analisis kedua dilakukan untuk mengetahui tingkat kemampuan kerja karyawan Bagian Operasional dan analisis ketiga dilakukan untuk mengetahui ada atau tidaknya pengaruh motivasi terhadap kinerja ditinjau dari kemampuan menyelesaikan pekerjaan.

Hasil penelitian menunjukkan bahwa tingkat motivasi karyawan bagian operasional PT. Intan Pariwara berdasarkan hasil jawaban responden termasuk dalam kategori tinggi (64,9%), tingkat kemampuan karyawan PT. Intan Pariwara dalam menyelesaikan pekerjaan berdasarkan hasil jawaban responden termasuk dalam kategori tinggi (55,3%). Hasil dengan analisis regresi sederhana menunjukkan bahwa tidak terdapat pengaruh motivasi karyawan terhadap kinerja karyawan PT. Intan Pariwara. Dengan demikian diketahui bahwa tinggi-rendahnya kemampuan menyelesaikan pekerjaan karyawan lebih banyak dipengaruhi oleh faktor lain di luar motivasi, mungkin seperti lingkungan kerja, sistem kerja dan lain-lain.

ABSTRACT

**The Influence of Motivation against the Employee's Working Performance
by the Performance to Finish Their Job
(Case Study on Employees of Operational Division PT. Intan Pariwara Klaten)**

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This research aimed to knowing the grade of employee's motivation, the grade of employee's working performance and the influence of motivation against the employee's working performance by the performance to finish their job. This research took place in PT. Intan Pariwara Klaten and the respondent were the employees of operational division.

This research was conducted by distributing questionnaires to 100 respondents and only 94 questionnaires were received by the researcher. There were three analysis techniques that used to analyze the data, that is, analysis of motivation grade analysis; employee's working performance grade and linear regression analysis. The first analysis were to know the grade of motivation, the second were to know the grade of employee's working performance and the third were to know the influence of motivation against the employee's working performance by the performance to finish their job.

The result of this research showed that the motivation of the PT. Intan Pariwara employees in Operation Division are in the high level (64.9%), employee's working performance also in high level (55.3%). The result of linear regression showed that the employee's working performance by the performance to finish their job was not influenced by motivation. It means that the employee's working performance by the performance to finish their job was influenced by other factors outside of motivation, such as working environment, working system etc.