

ABSTRAK

HUBUNGAN KEPUASAN KERJA DENGAN MOTIVASI KERJA KARYAWAN DI CV NUGROHO AJI ART AND CRAFT SURAKARTA

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2007

Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja dengan motivasi kerja karyawan di CV Nugroho Aji Arts and Crafts Surakarta yang bergerak di bidang seni kerajinan.

Penelitian ini merupakan penelitian kuantitatif dengan jenis penelitian korelasional. Responden penelitian adalah karyawan di CV Nugroho Aji Arts and Crafts Surakarta sebanyak 60 orang. Instrumen penelitian adalah Skala Kepuasan Kerja dan Skala Motivasi Kerja.

Hasil penelitian ini menunjukkan bahwa hipotesis ditolak artinya tidak ada hubungan kepuasan kerja dengan motivasi kerja karyawan CV Nugroho Aji Art of Glass and Craft.

Kenyataan ini dapat dijelaskan bahwa faktor penyebab kepuasan dan ketidakpuasan sangat berbeda, dimana kepuasan lebih dipengaruhi oleh faktor intrinsik sedangkan ketidakpuasan lebih dipengaruhi oleh faktor ekstrinsik. Faktor intrinsik antara lain : prestasi, pengakuan, kerja itu sendiri, tanggung jawab, kemajuan dan pertumbuhan. Prestasi atau *need of achievement* merupakan kebutuhan seseorang untuk berjuang dalam meraih keberhasilan, *need of achievement* ini akan mampu memberikan motivasi kepada karyawan dalam bekerja. Karena karyawan merasa tertantang untuk menciptakan hasil yang maksimal dalam kerja. Demikian juga dengan *Self Actualization Needs* atau kebutuhan untuk mengerjakan sesuatu yang sesuai dengan bakat yang ada pada dirinya. Hal inilah yang membuat kenapa kepuasan kerja tak ada hubungan dengan motivasi di CV Nugroho Aji Arts and Craft.

Kata kunci: Kepuasan Kerja , Motivasi Kerja

ABSTRACT

CORRELLATION BETWEEN JOB SATISFACTION WITH JOB MOTIVATION OF EMPLOYEES IN CV NUGROHO AJI ART OF GLASS AND CRAFT SURAKARTA

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The purpose of this research has aimed to find correlations between employees' job satisfaction and job motivation in *CV Nugroho Aji Art of Glass and Craft Surakarta* with focused on art categories handycraft.

This research was quantitative research, which has used correlation method. The subjects of this research were the employees of *CV Nugroho Aji Art of Glass and Craft Surakarta* with sum of 60 people. The research instruments were job satisfaction scale and job motivation scale.

These results showed that the hypothesis were rejected; that means there are no correlation between job satisfaction and job motivation at *CV Nugroho Aji Art of Glass and Craft Surakarta*.

This reality could be explain that the factors of causing satisfaction and dissatisfaction are different. Intrinsic factors are the most influenced on satisfaction and extrinsic factors are the most influenced on dissatisfaction. The intrinsic factors are achievement, self achievement, the work itself, responsibility, self development. Achievement or need of achievement is people's needs struggling for success, and this will gave a motivation to employees on their job. Because the employees will be challenged to create results maximal on their job. The same condition as self actualization needs or needs to do something that fit as talents on their self. These are why there is no correlation between job satisfaction and job motivation in *CV Nugroho Aji Art of Glass and Craft Surakarta*.

Keyword : Job Satisfaction, Job Motivation