

**PENGARUH MOTIVASI KERJA TERHADAP KINERJA PADA KARYAWAN MENTOK
KARIER**
(Studi pada karyawan *Underground* di Divisi *Engineering* PT. Freeport Indonesia)

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja terhadap kinerja pada karyawan yang mengalami kementokan karier. Hipotesis pada penelitian ini adalah terdapat pengaruh motivasi kerja terhadap kinerja karyawan mentok karier. Penelitian ini dilakukan di PT. Freeport Indonesia di Papua dengan subjek berjumlah 83 karyawan. Untuk reliabilitas, kedua skala ini diuji coba kepada karyawan *underground* di Divisi *Engineering* PT. Freeport Indonesia dan di olah menggunakan Alpha Cronbach dengan bantuan SPSS versi 22. Skala motivasi memiliki 40 item dengan koefisien reliabilitas $\alpha=0,940$, sedangkan skala kinerja memiliki 28 item dengan koefisien reliabilitas $\alpha=0,894$. Rentang korelasi item total (rit) skala motivasi adalah 0.335-0.764, sedangkan rentang korelasi item item total (rit) skala kinerja adalah 0.303-0.659. Penelitian ini menggunakan teknik analisis data uji regresi linear sederhana. Hipotesis pada penelitian ini diterima. Motivasi kerja memiliki pengaruh terhadap kinerja pada karyawan yang mengalami kementokan karier dengan nilai *standardized coefficients* (β) sebesar 0.613 dan taraf signifikansi sebesar $p < 0,01$.

Kata kunci: motivasi kerja, kinerja.



**THE INFLUENCE OF MOTIVATION ON PERFORMANCE IN CAREER
PLATEAU EMPLOYEES
(Study on Underground employees in PT. Freeport Indonesia Engineering Division)**

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ABSTRACT

This research was intended to find out the influence of work motivation on performance on career plateau employees. The hypothesis in this research was that there was an effect of work motivation on the performance of career plateau employees. This research was conducted at PT. Freeport Indonesia in Papua with a total subject was 83 employees. For reliability, these two scales were tested to underground employees in the Engineering Division of PT. Freeport Indonesia and processed using *Alpha Cronbach* with *SPSS version 22*. The motivation scale has 40 items with a *reliability coefficient* $\alpha = 0.940$, while the performance scale has 28 items with a *reliability coefficient* $\alpha = 0.894$. The total item correlation range (rit) motivation scale was 0.335-0.764, while the total item correlation range (rit) performance scale was 0.303-0.659. This research used simple linear regression data testing as the analysis techniques. The hypothesis in this research was accepted. Motivation has an influence on the performance of carier plateau employees guidelines with the score of *standardized coefficients* (β) of 0.613 and a significance level of $p < 0.01$.

Key words: *work motivation, performance.*

