

Perbedaan Motivasi Kerja Pada Karyawan Hotel

Berdasarkan Kelompok Usia Karyawan

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan motivasi kerja antara karyawan usia muda dan karyawan usia tua pada Hotel X. Motivasi kerja dapat melahirkan kepuasan kerja maupun ketidakpuasan kerja karyawan. Penelitian ini melibatkan 64 orang karyawan swasta, berjenis kelamin pria dan wanita dan berusia 23-56 tahun. Faktor motivasi kerja adalah prestasi, pengakuan, pekerjaan, tanggung jawab, kesempatan berkembang, kemajuan, kehidupan pribadi, kebijakan perusahaan, supervisi, hubungan interpersonal, kondisi kerja, gaji, status dan keamanan kerja. Analisis data menggunakan metode kuantitatif. Metode statistik yang digunakan untuk menganalisis data penelitian ini adalah uji *Independent Sampel t-Test*. Hasil penelitian menunjukkan nilai $(p) = 0,001 < 0,05$, maka H_0 ditolak. Artinya, terdapat perbedaan motivasi kerja yang signifikan berdasarkan kelompok usia pada karyawan hotel di Solo.

Kata kunci: Motivasi kerja, karyawan usia tua dan usia muda

*The Distinctive Of The Work Motivation Of The Employees At Hotel
Based On Age Group*

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ABSTRACT

The objective of the current research was to investigate the difference of work motivation between younger worker and older worker at hotel. The work motivation could bring work satisfaction or dissatisfaction toward the employee. The amount of subjects in this research were 64 employees which were 23 – 56 years old male and female. Factors of the working motivation were achievement, acknowledgement, occupation, responsibility, development opportunity, the progress of private life, policy of the company, supervision, interpersonal relationship, the condition or working, salary, status, and the work security. The analysis of the data used quantitative methodology. Statistical method used to analyze the data was Independent Sample t – Test examination. The result of this research showed $(p) = 0,001 < 0,05$. As a result, the null hypothesis was rejected. In other words, there was a significant difference of working motivation based on the employee's age group of hotel in Solo.

Keywords: *work motivation, younger worker and older worker*