

HUBUNGAN ANTARA DIMENSI-DIMENSI MOTIVASI KERJA DAN PERFORMANSI KERJA PADA MAHASISWA YANG MENGIKUTI ORGANISASI KEMAHASISWAAN

Theresia Devani Chintia Monica

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara motivasi kerja dan performansi kerja pada mahasiswa yang mengikuti organisasi kemahasiswaan. Hipotesis penelitian ini ialah ada hubungan negatif dan signifikan antara motivasi kerja amotivasi dan performansi kerja, ada hubungan positif dan signifikan antara motivasi kerja ekstrinsik dan performansi kerja, dan ada hubungan positif dan signifikan antara motivasi kerja intrinsik dan performansi kerja pada mahasiswa yang mengikuti organisasi kemahasiswaan. Subjek dalam penelitian adalah 73 mahasiswa yang mengikuti organisasi yang berusia 18-25 tahun. Alat pengumpulan data yang digunakan ialah *Multidimensional Work Motivation Scale* dan skala performansi kerja. *Multidimensional Work Motivation Scale* koefisien realibilitas amotivasi sebesar 0,837 (3 item), motivasi ekstrinsik sebesar 0,790 (13 item), dan motivasi intrinsik sebesar 0,859 (3 item) dan skala performansi kerja 7 item dengan koefisien realibilitas sebesar 0,857. Teknik analisis data yang digunakan pada penelitian ini adalah *Spearman's Rho* karena persebaran data kedua skala tidak normal. Hasil dari penelitian ini menunjukkan bahwa tidak ada hubungan antara amotivasi dan performansi kerja, tidak terdapat hubungan antara motivasi kerja ekstrinsik dan performansi kerja dan tidak ada hubungan antara motivasi kerja intrinsik dan performansi kerja.

Kata kunci: motivasi kerja, amotivasi, ekstrinsik, intrinsik performansi kerja, organisasi, mahasiswa

**THE CORRELATION BETWEEN DIMENTIONS OF WORK
MOTIVATION AND JOB PERFORMANCE IN COLLEGE STUDENT
INVOLVE IN ORGANIZATION**

Theresia Devani Chintia Monica

ABSTRACT

This research aimed to determine the correlation between work motivation and job performance in college student involve in organization. The hypothesis of this research was that there was a negative and significant correlation between work motivation (amotivation) and job performance, positive and significant correlation between work motivation (extrinsic) and job performance, and positive and significant correlation between work motivation (intrinsic) and job performance in college student involve in organization. The subjects in this research were 73 college student involve in organization aged 18 to 25 years old. The instrument used in this research were the Multidimensional Work Motivation Scale and job performance scale. This Multidimensional Work Motivational Scale, amotivation (3 item) with 0,837 reliability coefficient, extrinsic motivation (13 item) with 0,790 reliability coefficient, intrinsic motivation (3 item) with 0,859 with reliability coefficient, and the job performance scale has 7 item with 0,857 realibility coefficient. The data analysis technique which used in this study was Spearman's Rho because the data distribution of both scale are not normal. The result of this research showed that there was no correlation between amotivation and job performance, there was no correlation between extrinsic motivation and job performance, and there was no correlation between intrinsic motivation and job performance.

Keywords: work motivation, amotivation, extrinsic, intrinsic, job performance, organization, college student