

ABSTRAK

PENGARUH PERSEPSI GAJI DAN MOTIVASI TERHADAP KINERJA KARYAWAN

Studi Kasus pada Karyawan PT. Pos Cianjur Jawa Barat

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Penelitian ini bertujuan untuk mengetahui 1) pengaruh persepsi gaji terhadap kinerja karyawan, 2) pengaruh motivasi terhadap kinerja karyawan, 3) pengaruh persepsi gaji dan motivasi secara bersama-sama terhadap kinerja karyawan. Populasi penelitian ini adalah karyawan *non managerial* dan berstatus karyawan tetap pada PT. Pos Cianjur, Jawa Barat yang berjumlah 58 orang. Teknik pengambilan sampel menggunakan sampling jenuh. Teknik pengumpulan data dengan observasi, kuesioner, dan wawancara. Analisis data menggunakan teknik analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa 1) persepsi gaji tidak berpengaruh terhadap kinerja karyawan, 2) motivasi berpengaruh positif terhadap kinerja karyawan, 3) persepsi gaji dan motivasi secara bersama-sama berpengaruh terhadap kinerja karyawan.

Kata Kunci: persepsi gaji, motivasi, dan kinerja karyawan.

ABSTRACT

THE INFLUENCE OF SALARY PERCEPTION AND MOTIVATION ON EMPLOYEE'S PERFORMANCE

Case Study of the Employees of PT. Pos Cianjur,
West Java

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This study is intended to discover 1) the influence of salary perception on employee's performance, 2) the influence of motivation on employee's performance, and 3) the influence of salary perception and motivation simultaneously on employee's performance. Population of this study consists of 58 non-managerial and permanent employees of PT. Pos Cianjur, West Java. This study used an excess sampling as its sampling technique. This study uses observation, questionnaire, and interviews as its data collection techniques. This study uses analytical technique of multiple linear regression for data analysis. The result of this study shows that 1) salary perception does not influence the employee's performance, 2) while motivation gives a positive influence on the employee's performance, and 3) salary perception and motivation simultaneously influence the employees performance.

Keywords: salary perception, motivation, and employee's performance.