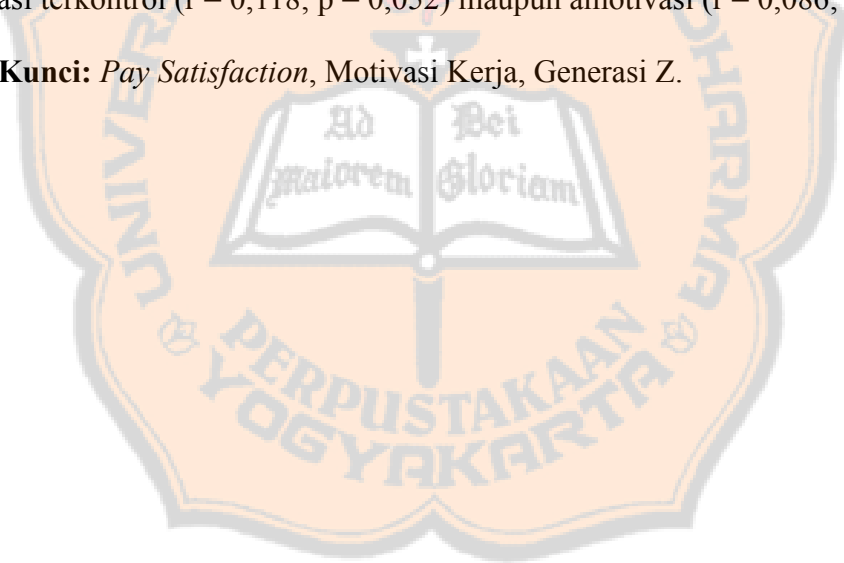


ABSTRAK

Pascoal, C. C. S., 2026. Hubungan *Pay Satisfaction* dengan Motivasi Kerja pada Karyawan Generasi Z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *pay satisfaction* dengan motivasi kerja pada karyawan Generasi Z. Peningkatan partisipasi Generasi Z dalam dunia kerja, di mana aspek *pay satisfaction* menjadi salah satu faktor yang dapat memengaruhi motivasi mereka dalam bekerja menjadi fenomena dalam penelitian ini. Penelitian ini mengajukan tiga hipotesis: (1) terdapat hubungan positif antara *pay satisfaction* dan motivasi otonom; (2) terdapat hubungan positif antara *pay satisfaction* dan motivasi terkontrol; dan (3) terdapat hubungan negatif antara *pay satisfaction* dan amotivasi. Penelitian ini melibatkan 191 karyawan Generasi Z, yang terpilih menggunakan *convenience sampling*. Analisis data dilakukan menggunakan uji korelasi Spearman karena data tidak berdistribusi normal. Hasil analisis korelasi menunjukkan bahwa variabel *pay satisfaction* berkorelasi positif dengan motivasi otonom, dengan nilai koefisien korelasi $r = 0,574$ dan nilai signifikansi $p = 0,000$. Hal ini menunjukkan bahwa semakin tinggi *pay satisfaction*, maka semakin tinggi pula motivasi otonom karyawan Generasi Z dalam bekerja. Hasil uji korelasi juga menunjukkan bahwa *pay satisfaction* tidak memiliki hubungan yang signifikan dengan motivasi terkontrol ($r = 0,118$; $p = 0,052$) maupun amotivasi ($r = 0,086$; $p = 0,119$).

Kata Kunci: *Pay Satisfaction*, Motivasi Kerja, Generasi Z.



ABSTRACT

Pascoal, C. C. S., 2026. The Relationship Between Pay Satisfaction and Work Motivation Among Generation Z Employees. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This study aims to examine the relationship between pay satisfaction and work motivation among Generation Z employees. The increasing participation of Generation Z in the workforce, wherein salary satisfaction becomes one of the key factors influencing their work motivation, serves as the foundation for this research. The study proposes three hypotheses: (1) there is a positive relationship between pay satisfaction and autonomous motivation; (2) there is a positive relationship between pay satisfaction and controlled motivation; and (3) there is a negative relationship between pay satisfaction and amotivation. A total of 191 Generation Z employees were recruited using convenience sampling. Data analysis was conducted using Spearman's rho correlation test due to non-normally distributed data. The results showed that pay satisfaction had a positive and significant correlation with autonomous motivation, with a correlation coefficient of $r = 0.574$ and a significance level of $p = 0.000$. This indicates that higher salary satisfaction is associated with higher autonomous motivation among Generation Z employees. However, pay satisfaction did not show a significant relationship with controlled motivation ($r = 0.118$; $p = 0.052$) nor with amotivation ($r = 0.086$; $p = 0.119$).

Key words: *Pay Satisfaction, Work Motivation, Generation Z.*

