

## ABSTRAK

**PENGARUH PENGALAMAN KERJA, MOTIVASI KERJA, KEPUASAN KERJA, DAN DISIPLIN KERJA TERHADAP PRESTASI KERJA KARYAWAN**

Studi Kasus pada PT Naga Bhuana Anekapiranti, Jalan Ciu, Telukan, Grogol, Sukoharjo

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2007

Penelitian ini bertujuan untuk mengetahui apakah : (1) ada pengaruh positif pengalaman kerja terhadap prestasi kerja karyawan; (2) ada pengaruh positif motivasi kerja terhadap prestasi kerja karyawan; (3) ada pengaruh positif kepuasan kerja terhadap prestasi kerja karyawan; (4) ada pengaruh positif disiplin kerja terhadap prestasi kerja karyawan; (5) ada pengaruh positif pengalaman kerja, motivasi kerja, kepuasan kerja, dan disiplin kerja terhadap prestasi kerja karyawan.

Penelitian ini dilaksanakan di PT Naga Bhuana Anekapiranti, Jalan Ciu, Telukan, Grogol, Sukoharjo pada bulan Desember 2006. Populasi penelitian ini adalah seluruh karyawan PT Naga Bhuana Anekapiranti yang berjumlah 271 karyawan. Sampel penelitian ini berjumlah 81 karyawan. Teknik pengambilan sampel adalah *random sampling*. Teknik pengumpulan data dilakukan dengan wawancara, kuesioner, dan dokumentasi. Teknik analisis data yang digunakan adalah analisis regresi linier sederhana dan analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa : (1) ada pengaruh positif pengalaman kerja terhadap prestasi kerja karyawan ( $t_{hitung} = 2,494 > t_{tabel} = 1,664$ ); (2) ada pengaruh positif motivasi kerja terhadap prestasi kerja karyawan ( $t_{hitung} = 3,700 > t_{tabel} = 1,664$ ); (3) ada pengaruh positif kepuasan kerja terhadap prestasi kerja karyawan ( $t_{hitung} = 3,671 > t_{tabel} = 1,664$ ); (4) ada pengaruh positif disiplin kerja terhadap prestasi kerja karyawan ( $t_{hitung} = 3,022 > t_{tabel} = 1,664$ ); (5) ada pengaruh positif pengalaman kerja, motivasi kerja, kepuasan kerja, dan disiplin kerja terhadap prestasi kerja karyawan ( $F_{hitung} = 15,350 > F_{tabel} = 2,492$ ).

## ABSTRACT

### THE INFLUENCE OF WORK EXPERIENCE, WORK MOTIVATION, WORK SATISFACTION, AND WORK DISCIPLINE TOWARD EMPLOYEES' ACHIEVEMENT

A Case Study in "PT Naga Bhuana Anekapiranti", Jalan Ciu, Telukan, Grogol,  
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The objectives of the research are to find out : (1) the positive influence of work experience toward the employees' achievement; (2) the positive influence of work motivation toward the employees' achievement; (3) the positive influence of work satisfaction toward the employees' achievement; (4) the positive influence of work discipline toward the employees' achievement; (5) the positive influence of work experience, work motivation, work satisfaction, and work discipline taken together toward the employees' achievement.

This research was conducted in "PT Naga Bhuana Anekapiranti", Jalan Ciu, Telukan, Grogol, Sukoharjo, in December 2006. The population of this research was 271 employees of "PT Naga Bhuana Anekapiranti". The total of the research sample was 81 employees. The technique used in obtaining the sample was *random sampling*. The data collecting techniques used were interview, questionnaire, and documentation. The data analysis technique performed were simple linear regression and multiple linear regression analysis.

The results of the research show that : (1) the work experience have positive influence toward the employees' achievement ( $t_{\text{test}} = 2,494 > t_{\text{table}} = 1,664$ ); (2) the work motivation have positive influence toward the employees' achievement ( $t_{\text{test}} = 3,700 > t_{\text{table}} = 1,664$ ); (3) the work satisfaction have positive influence toward the employees' achievement ( $t_{\text{test}} = 3,671 > t_{\text{table}} = 1,664$ ); (4) the work discipline have positive influence toward the employees' achievement ( $t_{\text{test}} = 0,322 > t_{\text{table}} = 1,664$ ); (5) the work experience, work motivation, work satisfaction, and work discipline have positive influence toward the employees' achievement ( $F_{\text{test}} = 15,350 > F_{\text{table}} = 2,492$ ).