

ABSTRACT

Kristiyana

1501020106

THE EFFECT OF MOTIVATION TOWARDS EMPLOYEES' PERFORMANCE AT PICKET FENCE INTERNATIONAL PRE-SCHOOL

(xv+53 pages; 5 figures; 37 tables; 4 appendixes)

Employee performance can't be optimal if company only rely on machines regardless aspects of human being. Motivation is playing significant role to enhance the employees' performance toward the organization or any institution. A successful management in organization is one that looks at the human needs as the basis when developing a company strategic plan. Motivation is important for successful companies because it refers the underlying behavior which is characterized by willingness and volition.

Employee motivation is a process where one individual has the willingness to fulfil their needs. Motivated employees are more productive than non-motivated employees. When employees are happy they tend to do their work happily which have a positive outcome. Study shows that employee motivation has direct effect towards employee performance. A highly motivated employee will do his/her best in completing their job. This will then increase the job performance.

The research is conducted at Picket Fence International Pre-School, was conducted to examine the effect of motivation on employees' performance. In this study, the writer narrowed the population, namely the number of all employees as many as 88 employees by calculating the sample size carried out using Slovin techniques and get 72 samples.

The result of coefficient of determination (R^2) is 0.471. It means that the 47,1% of Employees Performance is influenced by Motivation and the remaining 52,9% is influenced by other variables outside this research. The result of hypothesis z-test indicate that Zcount value obtained is 5,81728 that will be compared with Ztable in amount of 1.96. Zcount (5,81728) is higher than the value of Ztable (1.96). Therefore, hypothesis alternative (H_a) is accepted that Motivation has effect Employees Performance at Picket Fence International Pre-school Medan.

This study concerning the influence of motivation towards employee performance of Picket Fence International Pre school Medan. Based on calculation above, it shown that there is a positive relationship between motivation and employee performance.

Keywords: Motivation, Employee Performance, Job Performance

Reference: 20

ABSTRAK

Kristiyana

1501020106

PENGARUH MOTIVASI TERHADAP KINERJA KARYAWAN DI PICKET FENCE

INTERNATIONAL PRE-SCHOOL

(xv+53 halaman; 5 figure; 37 tabel; 4 appendix)

Kinerja karyawan tidak dapat optimal jika perusahaan hanya mengandalkan mesin terlepas dari aspek manusia. Motivasi memainkan peran penting untuk meningkatkan kinerja karyawan terhadap organisasi atau lembaga apa pun. Manajemen yang berhasil dalam organisasi adalah yang memandang kebutuhan manusia sebagai dasar ketika mengembangkan rencana strategis perusahaan. Motivasi penting bagi perusahaan yang sukses karena mengacu pada perilaku mendasar yang ditandai oleh kemauan dan kemauan.

Motivasi karyawan adalah proses di mana satu individu memiliki kemauan untuk memenuhi kebutuhan mereka. Karyawan yang termotivasi lebih produktif daripada karyawan yang tidak termotivasi. Ketika karyawan bahagia mereka cenderung melakukan pekerjaan mereka dengan bahagia yang memiliki hasil positif. Studi menunjukkan bahwa motivasi kerja karyawan berpengaruh langsung terhadap kinerja karyawan. Karyawan yang bermotivasi tinggi akan melakukan yang terbaik dalam menyelesaikan pekerjaannya. Ini kemudian akan meningkatkan kinerja pekerjaan.

Penelitian ini dilakukan di Picket Fence International Pre-School, dilakukan untuk menguji pengaruh motivasi terhadap kinerja karyawan. Dalam penelitian ini, penulis mempersempit populasi, yaitu jumlah seluruh karyawan sebanyak 88 karyawan dengan menghitung ukuran sampel yang dilakukan menggunakan teknik Slovin dan mendapatkan 72 sampel.

Hasil koefisien determinasi (R^2) adalah 0,471. Ini berarti bahwa 47,1% Kinerja Karyawan dipengaruhi oleh Motivasi dan sisanya 52,9% dipengaruhi oleh variabel lain di luar penelitian ini. Hasil hipotesis uji-z menunjukkan bahwa nilai Zcount yang diperoleh adalah 5,81728 yang akan dibandingkan dengan Ztable sebesar 1,96. Zcount (5,81728) lebih tinggi dari nilai Ztable (1,96). Oleh karena itu, hipotesis alternatif (H_a) diterima bahwa Motivasi telah mempengaruhi Kinerja Karyawan di Picket Fence International Pre-School Medan.

Penelitian ini mengenai pengaruh motivasi terhadap kinerja karyawan Picket Fence Pre-School Medan. Berdasarkan perhitungan di atas, terlihat bahwa ada hubungan positif antara motivasi dan kinerja karyawan.

Kata kunci: Motivasi, Kinerja Karyawan, Kinerja Kerja

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