

ABSTRACT

FELICIA TOMAS

03011170025

THE EFFECT OF MOTIVATION TOWARDS EMPLOYEES PERFORMANCE AT PT TOYOTA DELTA MAS, MEDAN

(xvi+64 pages; 13 figures; 47 tables; 7 appendixes)

PT Toyota Delta Mas, Medan experienced a decline in employees' performance that can be seen from the employee performance appraisal due to motivation. The aim of this research is analyzed whether motivation has partial on employee's performance at PT Toyota Delta Mas, Medan.

Motivation has an important role in shaping employee's performance. Motivation is highly connected with employee's performance and company profitability.

In this research, the writer used quantitative research design and IBM SPSS statistics. The writer used descriptive and causal approach. The sampling technique used is simple random sampling. The population will be all employee and sample size were 108 employees at PT Toyota Delta Mas, Medan.

This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression test and the equation is $\text{Employee Performance} = 7.228 + 0.849 \text{ Work Motivation} + e$. The results of partial test can be explained that $t_{\text{count}} (11.032) > t_{\text{table}} (2.028)$ and a significant value of $0.000 < 0.05$, namely motivation have partial effect on employee performance at PT Toyota Delta Mas, Medan. Furthermore, work motivation has 53,4% influence on employee performance.

Recommendations for PT Toyota Delta Mas, Medan include improve the provision of motivation to employees related to the development of employees' abilities and work skills and increase the supervision.

Keywords: Motivation, Employee Performance, PT Toyota Delta Mas, Medan

References: 32 (2017-2020)

ABSTRAK

FELICIA TOMAS

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PENGARUH MOTIVASI TERHADAP KINERJA KARYAWAN PADA

PT TOYOTA DELTA MAS, MEDAN

(xvi + 64 Halaman; 13 gambar; 47 Tabel; 7 lampiran)

PT Toyota Delta Mas, Medan mengalami penurunan kinerja karyawan yang dapat dilihat dari penilaian kinerja karyawan akibat motivasi. Tujuan dari penelitian ini adalah menganalisis apakah motivasi memiliki parsial terhadap kinerja karyawan di PT Toyota Delta Mas, Medan.

Motivasi memiliki peran penting dalam membentuk kinerja karyawan. Motivasi sangat terkait dengan kinerja karyawan dan profitabilitas perusahaan.

Dalam penelitian ini, penulis menggunakan desain penelitian kuantitatif dan statistik IBM SPSS. Penulis menggunakan pendekatan deskriptif dan kausal. Teknik sampling yang digunakan adalah Simple random sampling. Populasi akan semua karyawan dan ukuran sampel adalah 108 karyawan di PT Toyota Delta Mas, Medan.

Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda dan persamaan kinerja karyawan = $7,228 + 0,849 \text{ Motivasi Kerja} + e$. hasil uji parsial dapat dijelaskan bahwa thitung (11,032) > t-table (2,028) dan nilai signifikan $0,000 < 0,05$, yaitu motivasi berpengaruh parsial terhadap kinerja karyawan di PT Toyota Delta Mas, Medan. Motivasi kerja memiliki pengaruh sebesar 53,4% terhadap kinerja karyawan.

Rekomendasi untuk PT Toyota Delta Mas, Medan termasuk meningkatkan pemberian motivasi kepada karyawan terkait dengan pengembangan kemampuan dan keterampilan kerja karyawan serta meningkatkan pengawasan.

Kata kunci: motivasi, kinerja karyawan, PT Toyota Delta Mas, Medan

Referensi: 32 (2017-2020)