

ABSTRACT

Agung Widayat (2023) The Influence of Work Motivation and Job Satisfaction on Employees' Performance at PT. Ninja Xpress Baturaja Branch. Under the guidance of Noviansyah, S.E., M.Si and Mailani Rabiulkhri, S.E., M.Si.

This research aimed to determine the influence of work motivation and job satisfaction on employees' performance at PT. Ninja Xpress Baturaja Branch. The data collection technique used in this research was through distributing questionnaires. The total population was 39 people. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was a positive influence of work motivation on employees' performance with a calculated t value of 2,264. The job satisfaction variable had a positive influence on employees' performance with a calculated t value of 3,438. Simultaneously, it was found that there was an influence of work motivation and job satisfaction on employees' performance at PT Ninja Xpress Baturaja Branch. The coefficient of determination (R²) obtained was 0.449. This showed that the contribution of the influence of work motivation and job satisfaction on employees' performance was 44.90%, while the remaining 55.10% was influenced by other variables outside this research, namely knowledge, skills, abilities and attitudes that were not included in this research, for example abilities, improving results. achieved, work enthusiasm, self-development, quality and efficiency (Sutrisno, 2020:104).

Keywords: Work Motivation, Job Satisfaction and Employees' Performance.

ABSTRAK

Agung Widayat (2023) Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan Pada PT. Ninja Xpress Cabang Baturaja. Di bawah Bimbingan Bapak Noviansyah, S.E., M.Si dan Ibu Mailani Rabiulkhri, S.E., M.Si.

Penelitian ini untuk mengetahui Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan Pada PT. Ninja Xpress Cabang Baturaja. Teknik Pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Jumlah populasi sebanyak 39 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh positif motivasi kerja terhadap kinerja karyawan dengan nilai t hitung sebesar 2.264. Variabel kepuasan kerja ada pengaruh positif terhadap kinerja karyawan dengan nilai t hitung sebesar 3.438. Secara simultan didapatkan ada pengaruh motivasi kerja dan kepuasan kerja terhadap kinerja karyawan pada PT Ninja Xpress Cabang Baturaja. Koefisien determinasi (R^2) yang diperoleh sebesar 0.449. Hal ini menunjukkan berarti sumbangan pengaruh motivasi kerja dan kepuasan kerja terhadap kinerja karyawan sebesar 44.90% sedangkan sisanya 55.10% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pengetahuan, keterampilan, kemampuan, dan sikap yang tidak dimasukkan dalam penelitian ini misalnya seperti kemampuan, meningkatkan hasil yang dicapai, semangat kerja, pengembangan diri, mutu dan efisiensi (Sutrisno, 2020:104).

Kata Kunci: Motivasi Kerja, Kepuasan Kerja dan Kinerja Karyawan.