

## ABSTRACT

**Yuni Puspita Sari. 2022.** The Influence of Work Motivation and Job Satisfaction on Employees' Performance at the Department of Tourism and Culture of Ogan Komering Ulu Regency. **Under the guidance of Rosmala Dewi, S.E., M.Si. and Darman Syafe'i, S.E., M.Si.**

This study discusses the influence of work motivation and job satisfaction on employees' performance at the Department of Tourism and Culture, Ogan Komering Ulu Regency. The data collection technique used in this study was through the distribution of questionnaires. The total population was 39 people. The analytical method used was multiple linear regression. The results showed that partially tcount for the Work Motivation variable (X1) was 2.884 with t table = 2.028 or t count > t table or  $2.884 > 2.028$ , then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that work motivation had a significant influence on employees' performance at the Department of Tourism and Culture. Ogan Komering Ulu Regency. For the variable job satisfaction (X2) t count = 4,620, with t table = 2,028. Based on the decision criteria, it turned out that the value of t count > t table or  $4,620 > 2,028$ , then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that job satisfaction had a significant influence on employees' performance at the Department of Tourism and Culture at Ogan Komering Ulu Regency. F count was 61.137 and F table was 3.26. So F count > F table or  $61.137 > 3.26$ , then the decision  $H_0$  was rejected and  $H_a$  was accepted, meaning that all X variables, namely Work Motivation (X1) and Job Satisfaction (X2) together had a significant influence on Employees' Performance at the Department of Tourism and Culture at Ogan Komering Ulu Regency. The value of the coefficient of determination (R Square) was 0.773, this showed that 77.3% of the contribution of Employees' Performance at the Department of Tourism and Culture at Ogan Komering Ulu Regency could be explained by the variables of Work Motivation (X1) and Job Satisfaction (X2), while the rest 22.7% were influenced by other variables besides the variables in this study, for example competence (wages or salaries, incentives, rewards and benefits), empowerment of human resources, and others.

**Keywords: Work Motivation, Job Satisfaction, Performance**

## ABSTRAK

**Yuni Puspita Sari. 2022.** Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu. **Skripsi Dibimbing oleh Rosmala Dewi, S.E., M.Si. dan Darman Syafe'i, S.E., M.Si.**

Penelitian ini membahas tentang Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 39 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial  $t_{hitung}$  untuk variabel Motivasi Kerja (X1) sebesar 2,884 dengan  $t_{tabel} = 2,028$  atau  $t_{hitung} > t_{tabel}$  atau  $2,884 > 2,028$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Motivasi Kerja berpengaruh signifikan terhadap Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu. Untuk variabel Kepuasan Kerja (X2)  $t_{hitung} = 4,620$ , dengan  $t_{tabel} = 2,028$ . Berdasarkan kriteria keputusan ternyata nilai  $t_{hitung} > t_{tabel}$  atau  $4,620 > 2,028$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu.  $F_{hitung}$  sebesar 61,137 dan  $F_{tabel}$  3,26. Jadi  $F_{hitung} > F_{tabel}$  atau  $61,137 > 3,26$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel X yaitu Motivasi Kerja (X1) dan Kepuasan Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu. Nilai koefisien determinasi (*R Square*) adalah sebesar 0,773 hal ini menunjukkan bahwa sebesar 77,3% sumbangan dari Kinerja Pegawai Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Ogan Komering Ulu bisa dijelaskan oleh variabel Motivasi Kerja (X1) dan Kepuasan Kerja (X2), sedangkan sisanya sebesar 22,7% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), pemberdayaan sumber daya manusia, dan lain-lain

**Kata Kunci: Motivasi Kerja, Kepuasan Kerja, Kinerja**