

ABSTRAK

Mareta Putri Yolanda (2023). Pengaruh Motivasi dan Komunikasi Kerja Terhadap Kepuasan Kerja Pegawai di Kantor Kecamatan Muaradua. Dibimbing oleh Ibu Rosmala Dewi, S.E.,M.Si. selaku pembimbing I dan ibu Anis Feblin, S.E.,M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi dan Komunikasi Kerja Terhadap Kepuasan Kerja Pegawai di Kantor Kecamatan Muaradua. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 32 pegawai Kantor Kecamatan Muaradua. Teknik analisis data yang digunakan adalah regresi linier berganda. Hasil penelitian didapatkan secara parsial variabel Motivasi memiliki t-hitung (8.322) > t-tabel (2.04523) artinya ada Pengaruh Motivasi Terhadap Kepuasan Kerja Pegawai di Kantor Kecamatan Muaradua. Variabel komunikasi memiliki t-hitung (3.721) > t-tabel (2.04523) artinya ada Pengaruh Komunikasi Terhadap Kepuasan Kerja Pegawai di Kantor Kecamatan Muaradua. Secara simultan diperoleh $F_{hitung} 197.525 > F_{tabel} 3.33$ maka H_0 ditolak dan H_a diterima, artinya ada Pengaruh Motivasi dan Komunikasi Kerja Terhadap Kepuasan Kerja Pegawai di Kantor Kecamatan Muaradua. Koefisien determinasi (R^2) yang diperoleh sebesar 0.932 Hal ini menunjukkan berarti sumbangan pengaruh Motivasi dan Komunikasi terhadap Kepuasan kerja sebesar 93,2% sedangkan sisanya 6,8% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti umur dan kesehatan (Sutrisno, 2020:77).

Kata Kunci: Motivasi, Komunikasi Kerja dan Kepuasan Kerja

ABSTRACT

Mareta Putri Yolanda (2023) *The influence of motivation and job communication on employees' job satisfaction at the Muaradua Sub-District Office. The study was under the guidance of Rosmala Dewi, S.E., M.Si. and Anis Feblin, S.E., M.Si.*

The study aimed to determine the influence of motivation and job communication on employees' job satisfaction at the Muaradua Sub-District Office. The data collection method employed was questionnaire distribution. The population consisted of 32 employees from the Muaradua Sub-District Office. The data were analyzed using multiple linear regression. The findings revealed that the motivation variable had a t -value (8.322) $>$ t -table (2.04523), indicating a significant influence of motivation on employees' job satisfaction at the Muaradua Sub-District Office. Similarly, the communication variable had a t -value (3.721) $>$ t -table (2.04523), demonstrating a significant influence of communication on employees' job satisfaction at the Muaradua Sub-District Office. In the simultaneous analysis, the obtained F -value was 197.525 $>$ F -table 3.33. Thus, the null hypothesis (H_0) was rejected, and the alternative hypothesis (H_a) was accepted, indicating a combined influence of motivation and job communication on employees' job satisfaction at the Muaradua Sub-District Office. The coefficient of determination (R^2) was found to be 0.932, suggesting that motivation and communication accounted for 93.2% of the variance in job satisfaction, while the remaining 6.8% was influenced by unaccounted variables such as age and health (Sutrisno, 2020:77).

Keywords: *Motivation, Job Communication, Job Satisfaction*