

## ABSTRACT

**M. Cevin Ardiwinata (2023) *The Influence of Motivation and Job Satisfaction on Employees' Productivity in the General Asset and Management Department at PT. Semen Baturaja Tbk. This study was under the guidance of Noviansyah, S.E., M.Si and Tati Herlina, S.E., M.Si.***

*This study discussed the Influence of Motivation and Job Satisfaction on Employees' Productivity in the General Asset and Management Department at PT. Semen Baturaja Tbk. The population in this study consisted of 33 respondents, and the data collection technique used in this study was through questionnaire distribution. The analysis method used was a quantitative method using multiple linear regression. The results of the analysis in this study explained that the t-value for each variable Motivation (X1) was 7.576, and Job Satisfaction (X2) was 3.779, which was greater compared to the t-table value of 2.04227, indicating that each variable had a partial influence on Employees' Productivity in the General Asset and Management Department at PT. Semen Baturaja Tbk. Simultaneously, there was an influence of Motivation and Job Satisfaction on Employees' Productivity in the General Asset and Management Department at PT. Semen Baturaja Tbk with an F-value of 38.456, which was greater than the F-table value of 3.32. The coefficient of determination, R-square, was 0.719, which meant that in this case, the contribution of Motivation and Job Satisfaction was 71.9%, while the remaining 28.1% was influenced by other variables that were not examined in this study, namely training, work environment, salary, communication, and work discipline.*

***Keywords: Motivation, Job Satisfaction, Productivity***

## ABSTRAK

**M. Cevin Ardiwinata (2023) Pengaruh Motivasi Dan Kepuasan Kerja Terhadap Produktivitas Karyawan Pada Bagian *General Asset Dan Management* Di PT. Semen Baturaja Tbk. Di bimbing oleh Noviansyah, S.E., M.Si selaku pembimbing 1 dan Tati Herlina, S.E., M.Si selaku pembimbing 2.**

Penelitian ini membahas tentang Pengaruh Motivasi Dan Kepuasan Kerja Terhadap Produktivitas Karyawan Pada Bagian *General Asset Dan Management* Di PT. Semen Baturaja Tbk. Populasi dalam penelitian ini adalah 33 responden, teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat regresi linear berganda. Hasil analisis dalam penelitian ini menjelaskan  $t_{hitung}$  masing-masing variabel Motivasi (X1) sebesar 7,576, dan Kepuasan Kerja (X2) sebesar 3,779 lebih besar jika dibandingkan dengan nilai  $t_{tabel}$  sebesar 2,04227 yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap Produktivitas karyawan pada bagian *General Asset dan Management* di PT. Semen Baturaja Tbk. Secara simultan ada pengaruh Motivasi dan Kepuasan Kerja terhadap Produktivitas Karyawan Pada Bagian *General Asset Dan Management* di PT.Semen Baturaja Tbk dengan  $F_{hitung}$  sebesar 38.456 lebih besar dari  $F_{tabel}$  sebesar 3.32, nilai koefisien determinasi *R square* sebesar 0,719 artinya dalam hal ini sumbangan Motivasi dan Kepuasan Kerja sebesar 71,9% sedangkan sisanya 28,1% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini yaitu pelatihan, lingkungan kerja, upah, komunikasi, dan disiplin kerja.

**Kata kunci : Motivasi, Kepuasan Kerja, Produktivitas**