

ABSTRAK

Suci Devianti (2023), Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan pada PT. Bank Sumsel Babel Baturaja. Dibawah Bimbingan **Darman Syefi, S.E., M., Si.** Dan **Rani Anwar, S.Pd., M.M.** Skripsi ini membahas tentang Pengaruh Motivasi dan Kepuasan kerja terhadap karyawan pada PT. Bank Sumsel Babel Cabang Baturaja. Populasi dalam penelitian ini 58 karyawan pada PT. Bank Sumsel Babel Cabang Baturaja. Metode yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi linear Berganda. Setelah dilakukan penelitian didapatkan hasil bahwa Motivasi dan kepuasan kerja secara simultan berpengaruh positif atau signifikan terhadap kinerja karyawan pada PT. Bank Sumsel Babel Cabang Baturaja. Hal tersebut dapat dilihat hasil Analisis Linear Berganda Variabel Motivasi (X1) sebesar (-1,340) dan Variabel Kepuasan Kerja (X2) sebesar (3,106). Hasil perhitungan Uji T diperoleh 2,00404 dengan t-hitung Variabel Motivasi sebesar $-1,340 < t_{tabel} (2,00404)$, Kepuasan kerja $(3,106) > t_{tabel} (2,00404)$. Hasil perhitungan uji F didapat $f_{tabel} 3,16$. jadi $F_{hitung} (4,831) > f_{tabel} (3,16)$. Nilai Koefisien Determinasi bahwa nilai *R Square* yang diperoleh 0,871. Hal ini menunjukkan berarti sumbangan Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan pada PT. Bank Sumsel Babel Cabang Baturaja sebesar 87,1% sedangkan sisanya 12,9 % dipengaruhi Variabel lain seperti Kemampuan, Kompetensi, fasilitas Kerja, Budaya kerja (Afandi, 2018).

Kata kunci : Motivasi, Kepuasan kerja dan kinerja karyawan

ABSTRACT

Suci Devianti (2023), The Influence of Motivation and Job Satisfaction on Employees' Performance at PT. Bank Sumsel Babel Baturaja. Under the guidance of Darman SyefI, S.E., M., Si. And Rani Anwar, S.Pd., M.M. This research discussed the influence of motivation and job satisfaction on employees' at PT Bank Sumsel Babel Baturaja Branch. The population in this study was 58 employees at PT Bank Sumsel Babel Baturaja Branch. The method used was a quantitative method using multiple linear regression analysis tools. After conducting the research, the results showed that motivation and job satisfaction simultaneously had a positive or significant influence on employees' performance at PT .Bank Sumsel Babel Baturaja Branch. This could be seen from the results of the Multiple Linear Analysis of the Motivation Variable (X1) of (-1.340) and the Job Satisfaction Variable (X2) of (3.106). The results of the T Test calculation were 2.00404 with variable t-count. Motivation was $-1.340 < t_{table} (2.00404)$, Job satisfaction $(3.106) > t_{table} (2.00404)$. The results of the F test calculation were $f_{table} 3.16$. So $F_{count} (4.831) > F_{table} (3.16)$. The Determination Coefficient value showed that the R Square value obtained was 0.871. This showed that the contribution of the Influence of Motivation and Job Satisfaction on Employees' Performance at PT Bank Sumsel Babel Baturaja Branch was 87.1%. while the remaining 12.9% was influenced by other variables such as ability, competency, work facilities, work culture (Afandi, 2018).

Keywords: Motivation, job satisfaction and employees' performance