

## ABSTRAK

**Melia Andriani (2022)**, penelitian dengan judul Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja. Dibawah bimbingan Rosmala Dewi, S.E.,M.Si.selaku pembimbing pertama dan Hasiatul Aini, SE., M.Si.selaku pembimbing kedua.

Tujuan penelitian ini untuk mengetahui Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT Permata *Finance* Cabang Baturaja dengan 30 populasi, metode analisis yang digunakan adalah metode kuantitatif.

Nilai  $t_{hitung}$  Motivasi Kerja ( $X_1$ ) sebesar 3,323 dengan  $t_{tabel}$  sebesar 2,052 karena  $t_{hitung} (3,323) > t_{tabel} (2,052)$  maka  $H_0$  ditolak dan  $H_a$  diterima, artinya ada pengaruh signifikan Motivasi Kerja terhadap Kinerja Karyawan PT. Permata *Finance* Cabang Baturaja. Nilai  $t_{hitung}$  Kepuasan Kerja ( $X_2$ ) sebesar 2,829 dengan  $t_{tabel}$  sebesar 2,052 karena  $t_{hitung} (2,829) > t_{tabel} (2,052)$  maka  $H_0$  ditolak dan  $H_a$  diterima, artinya ada pengaruh signifikan Kepuasan Kerja terhadap Kinerja Karyawan PT. Permata *Finance* Cabang Baturaja. Nilai  $F_{hitung}$  75,338 hasil tersebut kemudian dibandingkan dengan  $F_{tabel}$  pada tingkat kepercayaan 95% atau  $\alpha = 5\%$  didapat  $F_{tabel}$  3,35. Jadi  $F_{hitung} > F_{tabel}$  dimana  $75,338 > 3,35$  maka  $H_0$  ditolak dan  $H_a$  diterima, artinya secara simultan ada pengaruh signifikan antara Motivasi Kerja ( $X_1$ ) dan Kepuasan Kerja ( $X_2$ ) terhadap variabel Kinerja Karyawan ( $Y$ ). Nilai koefisien determinasi (*R square*) pada penelitian ini adalah sebesar 0,848 yang menunjukkan pengertian bahwa Kinerja Karyawan ( $Y$ ) pada PT. Permata *Finance* Cabang Baturaja dipengaruhi oleh variabel Motivasi Kerja ( $X_1$ ) dan Kepuasan Kerja ( $X_2$ ) sebesar 84,8% sedangkan sisanya 15,2% dipengaruhi faktor lain yang tidak diteliti dalam penelitian ini seperti Lingkungan Kerja dan Komunikasi (Riduan, dkk, 2009:290).

Kata kunci :Motivasi Kerja, Kepuasan Kerja dan Kinerja Karyawan

## ABSTRACT

**Melia Andriani (2022)**, research entitled The Influence of Work Motivation and Job Satisfaction on Employees' Performance at PT Permata Finance Baturaja Branch. Under the guidance of Rosmala Dewi, S.E., M.Si.as and Hasiatul Aini, SE., M.Si.

The purpose of this study was to determine the influence of work motivation and job satisfaction on employees' performance at PT Permata Finance, Baturaja branch with 30 populations, the analytical method used was quantitative method.

The tcount value of Work Motivation (X1) was 3.323 with ttable of 2.052 because tcount (3.323) > ttable (2.052) then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Work Motivation on Employees' Performance at PT. Permata Finance Baturaja Branch. The tcount of Job Satisfaction (X2) was 2.829 with ttable of 2.052 because tcount (2.829) > ttable (2.052) then H0 was rejected and Ha was accepted, meaning that there was a significant influence of Job Satisfaction on Employees' Performance at PT. Permata Finance Baturaja Branch. The Fcount value of 75.338 was then compared with Ftable at a 95% confidence level or = 5%, Ftable 3.35 was obtained. So Fcount > Ftable where 75.338 > 3.35 then H0 was rejected and Ha was accepted, meaning that simultaneously there was a significant influence between Work Motivation (X1) and Job Satisfaction (X2) on the Employees' Performance variable (Y). The value of the coefficient of determination (R square) in this study was 0.848 which showed the understanding that Employees' Performance (Y) at PT. Permata Finance Baturaja Branch was influenced by the variables of Work Motivation (X1) and Job Satisfaction (X2) by 84.8% while the remaining 15.2% was influenced by other factors not examined in this study such as Work Environment and Communication (Riduan, et al, 2009: 290).

Keywords: Work Motivation, Job Satisfaction and Employees' Performance