

ABSTRAK

PENGARUH MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT LAJU PERDANA INDAH DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI

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Penelitian ini bertujuan untuk mengetahui (1) Pengaruh Motivasi terhadap kinerja, (2) Pengaruh Kepuasan Kerja terhadap Kinerja Karyawan, dan (3) Pengaruh Motivasi terhadap kepuasan kerja (4) Pengaruh Motivasi terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai variabel Mediasi. Penelitian ini dilaksanakan di PT Laju Perdana Indah site Komerling, Sumatera Selatan pada departemen pertanian khususnya divisi I dan IV. Pengambilan data dilakukan mulai dari April–Mei 2017. Metode penelitian yang digunakan adalah sensus dengan jumlah anggota populasi 134 karyawan. Metode analisis data yang digunakan adalah *Structural Equation Modeling* (SEM). Hasil penelitian menunjukkan bahwa (1) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja, (2) Kepuasan kerja berpengaruh positif signifikan terhadap kinerja karyawan, dan (3) Motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan (4) Motivasi kerja apabila dimediasi oleh kepuasan kerja akan berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: Motivasi, kepuasan Kerja, Kinerja karyawan.

ABSTRACT

INFLUENCE OF MOTIVATION AND JOB SATISFACTION TOWARD PERFORMANCE OF EMPLOYEE AT PT LAJU PERDANA INDAH, SITE KOMERING, SOUTH SUMATERA

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This research aims to know (1) influence of motivation toward performance, (2) the influence of job satisfaction toward performance of employee, and (3) influence of motivation toward stisfaction (4) the influence of motivation toward performance of employee with job satisfaction as intervening variable. This research was conducted at PT Laju Perdana Indah site Komerling South Sumatera, in Plantation Department specifically in Division 1 and 4. Data of this research was taken from April until May 2017 by a sensus methode that involving 134 employees. The research data was analyzed by Structural Equation Modeling. The results showed that (1) motivation had significantly influence on performance. (2) Job satisfaction had positive influence on performance. (3) motivation had significantly influence on job satisfaction (4) Influence of Motivation toward performance employee with job satisfaction as intervening variabel had positive influence.

Key words: motivation, job satisfaction, employee performance.