

PENGARUH MOTIVASI KERJA DAN UPAH KERJA TERHADAP KINERJA PETANI CENGKEH DI DESA BEBETIN

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ABSTRAK

Penelitian ini bertujuan untuk menguji adanya pengaruh (1) motivasi kerja dan upah kerja terhadap kinerja dan (2) Motivasi kerja terhadap kinerja (3) upah terhadap kinerja. Penelitian ini merupakan desain penelitian kuantitatif kausal. Data dikumpulkan melalui metode kuesioner dan wawancara kemudian dianalisis dengan menggunakan analisis regresi linier berganda. Subjek dalam penelitian ini Petani cengkeh di Desa Bebetin, dengan objek penelitian motivasi kerja, upah kerja dan kinerja, penelitian ini menggunakan sampel yang berjumlah 80 orang yang ditentukan menggunakan teknik *purposive sampling*, Sumber data yang digunakan yaitu primer. Hasil penelitian menunjukkan (1) motivasi kerja dan upah kerja berpengaruh secara signifikan, (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja, (3) upah kerja berpengaruh positif dan signifikan terhadap kinerja.

Kata Kunci: Kinerja Petani, Motivasi Kerja, Upah Kerja.

Abstract

This study aims to examine the influence of (1) the motivation of work and wage employment on work performance, (2) the motivation of work on work performance, and (3) wage on work performance. This study is conducted using quantitative causal research. The data were collected by questionnaires and interviews method and it was analyzed using multiple linear regression analysis. The subject of the study was clove farmers in Bebetin Village, and the object was work motivation, wage employment, and work performance. This study used a sample of 80 people which was determined using purposive sampling with the primary sources. The result of this study showed that (1) the motivation of work and wage employment have a significant influence, (2) the motivation of work has a positive and significant influence on work performance, and (3) wage has a positive and significant influence on work performance.

Keywords : *Work Performance, Work Motivation, Work Wages.*