

**PENGARUH PENGALAMAN KERJA DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN PADA KARYAWAN
AUTO MURTI SINGARAJA**

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ABSTRAK

Penelitian ini dilakukan untuk menguji adanya pengaruh (1) pengalaman kerja terhadap kinerja karyawan, (2) pengaruh motivasi kerja terhadap kinerja karyawan, (3) pengaruh pengalaman kerja dan motivasi kerja terhadap kinerja karyawan. Penelitian ini termasuk penelitian kuantitatif kausal. Subjek dari penelitian ini ialah keseluruhan karyawan Auto Murti Singaraja dengan jumlah populasi sebanyak 31 orang, mempergunakan pengalaman kerja, motivasi kerja serta kinerja karyawan sebagai objek. Teknik mengumpulkan data mempergunakan kuisisioner, setelahnya data dianalisis mempergunakan analisis regresi linear berganda dibantu lewat mengaplikasikan *SPSS 26.0*. Hasil penelitian menunjukkan apabila (1) pengalaman kerja berpengaruh positif terhadap kinerja karyawan Auto Murti Singaraja, (2) motivasi kerja berpengaruh positif terhadap kinerja karyawan Auto Murti Singaraja, (3) pengalaman kerja dan kinerja karyawan berpengaruh positif terhadap kinerja karyawan Auto Murti Singaraja. Berdasarkan hasil pengolahan ditarik kesimpulan jikalau kinerja karyawan auto murti dipengaruhi oleh pengalaman kerja dan motivasi. Berdasarkan hal tersebut, perusahaan dapat melakukan seleksi awal dalam penerimaan karyawan, melakukan pelatihan bagi karyawan yang kurang memiliki pengetahuan dan keterampilan bekerja, memberikan bonus terhadap karyawan yang mampu mendapatkan umpan balik yang baik dari konsumen, serta berkomunikasi yang baik antar sesama pekerja dengan melakukan kegiatan di luar pekerjaan

Kata kunci: kinerja karyawan, motivasi kerja, pengalaman kerja

**THE INFLUENCE OF WORK EXPERIENCE AND WORK MOTIVATION
ON EMPLOYEE PERFORMANCE IN EMPLOYEES
AUTO MURTI SINGARAJA**

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ABSTRACT

This study was conducted to examine the effect of (1) work experience on employee performance, (2) the effect of work motivation on employee performance, (3) the effect of work experience and work motivation on employee performance. This research includes causal quantitative research. The subject of this research is all employees of Auto Murti Singaraja with a total population of 31 people, using work experience, work motivation and employee performance as objects. The technique of collecting data uses questionnaires, after which the data is analyzed using multiple linear regression analysis assisted through applying SPSS 26.0. The results showed that (1) work experience has a positive effect on employee performance of Auto Murti Singaraja, (2) work motivation has a positive effect on employee performance of Auto Murti Singaraja, (3) work experience and employee performance have a positive effect on employee performance of Auto Murti Singaraja. Based on the processing results, it is concluded that the performance of Auto Murti employees is influenced by work experience and motivation. Based on this, the company can conduct an initial selection in employee recruitment, conduct training for employees who lack knowledge and work skills, provide bonuses to employees who are able to get good feedback from consumers, and communicate well among fellow workers by doing activities outside of work.

Keywords: employee performance, work motivation, work experience.