

PENGARUH MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KARYAWAN (STUDI PADA KARYAWAN SD GENTA SARASWATI)

Oleh

Cok Indra Mahendra Wisnawa

NIM 2117041277

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja dan lingkungan kerja terhadap kepuasan kerja karyawan SD Genta Saraswati, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif kausal dengan metode survei terhadap seluruh karyawan SD Genta Saraswati yang berjumlah 39 orang. Pengumpulan data dilakukan melalui kuesioner berbasis skala Likert yang telah diuji validitas dan reliabilitasnya. Data dianalisis menggunakan regresi linier berganda dengan bantuan program SPSS versi 23. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, sedangkan lingkungan kerja secara parsial tidak berpengaruh signifikan terhadap kepuasan kerja. Namun demikian, secara simultan motivasi kerja dan lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja karyawan.

Kata kunci: motivasi kerja, lingkungan kerja, kepuasan kerja, karyawan sekolah dasar.

ABSTRACT

This study aimed to examine the effect of work motivation and work environment on employee job satisfaction at SD Genta Saraswati, both partially and simultaneously. This research employed a quantitative causal approach using a survey method. The population consisted of all 39 employees of SD Genta Saraswati. Data were collected through Likert-scale questionnaires that had been tested for validity and reliability. The data were analyzed using multiple linear regression with the assistance of SPSS version 23. The results show that work motivation has a positive and significant effect on job satisfaction, while the work environment does not have a significant effect on job satisfaction when tested partially. However, simultaneously, work motivation and work environment have a significant effect on employee job satisfaction.

Keywords : *work motivation, work environment, job satisfaction, employees elementary school employees*