

MOTIVASI KERJA DITINJAU DARI KEPUASAN KERJA DAN PSYCHOLOGICAL CONTRACT PADA KARYAWAN

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INTISARI

Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dan *psychological contract* terhadap motivasi kerja baik secara parsial maupun simultan. Subjek penelitian yang digunakan dalam penelitian ini adalah karyawan dan karyawan yang terdapat dalam PT Tri Brata sebanyak 91 orang. Pemilihan sampel menggunakan metode *stratified random sampling*. Data penelitian diperoleh dari skala untuk mengukur motivasi kerja, kepuasan kerja dan *psychological contract*. Perhitungan dilakukan dengan melakukan uji asumsi klasik yang terdiri dari uji normalitas, uji autokorelasi, uji multikolinearitas, uji heterokedastisitas. Analisis data yang digunakan adalah uji regresi linear berganda melalui bantuan SPSS 24 *for windows*. Hasil analisis data menunjukkan terdapat pengaruh antara kepuasan kerja dan *psychological contract* terhadap motivasi kerja dengan F hitung sebesar 51.588 dan nilai signifikansi sebesar 0.000 ($p < 0.05$). Hasil analisis korelasi hipotesa minor pertama menunjukkan bahwa terdapat pengaruh positif antara kepuasan kerja terhadap motivasi kerja ($\beta = 0.652$, $p = 0.000$). Hipotesis minor kedua juga menunjukkan bahwa terdapat pengaruh positif antara *psychological contract* terhadap motivasi kerja ($\beta = 0.210$, $p = 0.006$). Hasil penelitian ini menunjukkan bahwa sumbangan yang diberikan variabel kepuasan kerja dan *psychological contract* terhadap motivasi kerja sebesar 52.9 persen, selebihnya 47.1 persen dipengaruhi oleh faktor lain yang tidak diteliti.

Kata kunci : motivasi kerja, kepuasan kerja, *psychological contract*, karyawan

JOB SATISFACTION AND PSYCHOLOGICAL CONTRACT ON WORK MOTIVATION IN EMPLOYEES

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ABSTRACT

This study aimed to determine the relationship between job satisfaction and psychological contract on work motivation, either partially or simultaneously. The research subjects were 91 employees of PT Tri Brata. Sample were selected by using stratified random sampling method. Research data obtained from a scale to measure work motivation, job satisfaction and psychological contract. The calculation was done by doing the classical assumption test which consists of normality test, autocorrelation test, multicollinearity test, heteroscedasticity test. Analysis of the data used was multiple linear regression test through the help of SPSS 24 for windows. The results of data analysis showed that there was an influence between job satisfaction and psychological contract on work motivation with a test of value $F = 51,588$ and significance = 0.000 ($p < 0.05$). The results of the correlation analysis of the first minor hypothesis indicated that there was a positive influence between job satisfaction and work motivation ($\beta = 0.652$, $p = 0.000$). The second minor hypothesis also showed that there was a positive influence between the psychological contract on work motivation ($\beta = 0.210$, $p = 0.006$). The results of this study indicated that the contribution given by the variable job satisfaction and psychological contract to work motivation was 52.9 percent, the remaining 47.1 percent was influenced by other factors not examined.

Keywords : work motivation, job satisfaction, psychological contract, employees