

PENGARUH BUDAYA ORGANISASI TERHADAP MOTIVASI KERJA KARYAWAN (Study pada Karyawan PT Semen Gresik Persero Tbk.)

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Communication Science

Dibuat: 2009-10-15 , dengan 3 file(s).

Keywords: MOTIVASI KERJA

ABSTRACT

The persistence of an organization or a company is very depend on the Human Resources, right to the quality and quantity. One of the factor that may support the cooperation is the organization's culture. It is applied by the company in order to stimulate the growth motivation of each company's member. By having this kind of motivation, hopefully it could help the company to reach the aims easily. PT. Semen Gresik is dealing with few problems related to the worker's behaviour which connected to the growth motivation of workers. That's why in this research the writer will define the factor of organization's culture which influence to the worker's motivation and will analyze how significant it's influence to the workers work's motivation.

PT. Semen Gresik (Persero) Tbk is a company which run in semen industry has its own rules and completed with facilities to support the worker's prosperity. This research has two aims, the first aim is to know whether the organization's culture has influence to the workers work's motivation. The second aim is to know how significant does it influence to the workers work's motivation. The data which needed to accomplish this report by using some observation and interviewing the head of Human Resource Department and Personalia Department. The writer also gave some quistionares to the 92 workers of PT. Semen Gresik in order to know the question's frekwensi. This research was finished on March 2009. The responden's identity was classified by the gender, 62 % of Male and 38 % of Female with the range of age arround 31 – 34 years is 37 % and have a work experiences between 10 – 40 years is 49 %. The result of analyzing the data shows the the organization's culture is influence significantly to the workers work's motivation. The result of this research is influence to the managment efforts in order to increase the workers work's motivation.

Organization's culture is one of the indicators which formed of work's motivation, that's why it is needed the participation of the workers due to the increasing of their own work's motivation. Based on the calculation, colleration coefisient is 0,734, means that there is a connection between independent variable of organization's culture with variable of workers work's motivation. It is catagorized as a strong because the range is in 0,6 – 0,79. Based on the linear regression, it shows how significant the contribution or the influence of independent variable of organization's culture to the dependent variable of workers work's motivation, that is 53,9%. It means that 53,9 % of the organization's culture influence to the workers work's motivation and the rest is influence by the other variable. Through the F test, shows that 105,283 of Fhitung and stage of significant is 0,05 with Ftabel is 3,946. It means that Fhitung is bigger than Ftabel and makes Ho rejected and H1 accepted. The conclusion is that independent variable of Organization's Culture has a significant influence as a stimulant to the workers work's

motivation

The recommendation from this research, it is a must for PT. Semen Gresik to socialize the culture of organization to the worker due to it has a very significant influence to the work's motivation. It becomes a point of view and as a guiding guard which will applied to the worker and also become the company's identity. Futhermore research could be done by using the independent variable beside the organization's culture to know the influence of workers work's motivation.