RINGKASAN

PENGARUH MOTIVASI DAN KEPUASAN KERJA TERHADAP PRESTASI KERJA APARATUR PEMERINTAH DI LINGKUNGAN BADAN PENDIDIKAN DAN PELATIHAN PROVINSI JAWA TIMUR

YUNUS

Penelitian ini bertujuan untuk: (1) menganalisis motivasi dan kepuasan kerja secara parsial maupun simultan berpengaruh terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur; (2) menganalisis variabel di antara variabel motivasi dan kepuasan kerja yang mempunyai kontribusi dominan terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur.


Hasil penelitian menunjukkan bahwa: (1) variabel motivasi dan kepuasan kerja secara simultan memiliki pengaruh yang bermakna terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur, hal ini ditunjukkan dengan hasil dari nilai F_{wo} adalah sebesar 292,206 lebih besar dari F_{0,01} sebesar 4,30; (2) secara parsial semua variabel bebas (X1 dan X2) memiliki pengaruh yang signifikan terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur, dari hasil perhitungan diperoleh nilai b_{ij}{wo} motivasi dan kepuasan kerja adalah sebesar 16,530 dan 8,065 lebih besar dari banding \textit{wo} yaitu 1,645, (3) Hasil analisis menunjukkan bahwa komponen variabel yang secara parsial memiliki pengaruh yang paling dominan terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur adalah motivasi (X1) yang ditunjukkan oleh nilai beta variabel ini paling besar yaitu 0,700 dibandingkan dengan nilai beta kepuasan kerja yaitu sebesar 0,342.
SUMMARY

THE INFLUENCE OF MOTIVATION AND WORK SATISFACTION ON GOVERNOR APARTURE’S WORK ACHIEVEMENT IN EDUCATION AND TRAINING BUREAU EAST JAVA PROVINCE

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The aim of this research is to: (1) analyze motivation and work satisfaction according to partial and simultaneous influential on Government apparatus’s in Education and training Department of East Java Provence; (2) analyze variable between motivation variable and work satisfaction which have dominant contribution to Government apparatus’s work achievement in Education and Training Department of East Java Provence.

Population for this research are Government apparatus’s in Education and Training department of East Java Provence amount 200 persons. Taking 125 samples of apparatus at random sampling from that population. This sample taking as much as 125 is based on Hair, C., (1998). Based on Hair, C., (1998) suggest that minimum sample measure is 5 research for each estimated parameter. So that, in this research the amount of estimated parameter is 22, so the amount of minimum sample is 22 x 5 = 110 respondents. Analysis method which is used in this research is Doubled Linear Regression with analysis software SPSS version 11.0.

Research result shows that: (1) Motivation variable and work satisfaction simultaneously have influenced to Government apparatus’s work achievement in Education and Training Department of East Java Provence, these reflected in result of F calculate value amounts 292,206 higher than f table 4,30. (2) In partial way, all independent variable (X1 and X2) has significant effect to Government apparatus’s work achievement in Education and Training Department of East Java Provence, from calculate resulted t calculate value of motivation and work satisfaction is 16,530 and 8,065 higher than t table which is 1,645. (3) Analysis result shows that variable component which partially has most dominant effect to Government apparatus’s work achievement in Education and Training Department of East Java Provence is motivation (X1) indicated by beta variable is highest 0,700 compared with beta work satisfaction which is 0,342.
ABSTRACT

INFLUENCE MOTIVATE AND WORK SATISFACTION TO EMPLOYEE PERFORMANCE GOVERNMENTAL APARATUR IN ENVIRONMENT BOARD OF EDUCATION AND TRAINING PROVINCE EAST JAVA

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Board of education and training Province East Java owning important role in developing officer ability not only to handle the duty in this time but also for the duty of in the future. Therefore to increase environmental employee performance, Board of education and training, hence require to study to repeat the factors any kind of influencing employee performance Governmental aparatur in environment Board of education and training Province East Java. Problem of arising out in execution of education and training in Board Of Education and Training very wide, however which is discussed in this problem about motivation and satisfaction work to employee performance at Board of education and training Province East Java.

The aim of research is to: (1) analysing motivation and satisfaction work by partial and also simultan have an effect on to employee performance governmental in environment Board of education and training Province East Java; (2) analyse the among variable motivate and job satisfaction having dominant contribution to employee performance governmental in environment Board of education and training Province East Java.

Result of Research indicate that: (1) variable motivate and work satisfaction by simultan own the influence having a meaning to employee performance Governmental in environment Board of education and training Province East Java, this matter shown with the result from value $F_{calc} \text{equal to 292,206 bigger than } F_{table} \text{equal to 4,30}$. (2) by partial all free variable ($X_1$ and $X_2$) owning influence which significan to employee performance Governmental in environment Board of education and training Province East Java, from calculation result obtained by value $t_{calc}$, motivate and work satisfaction is equal to 16,530 and 8,065 bigger than $t_{table}$, that is 1,645. (3) result analyse to indicate that the variable which by partial own the most dominant influence to employee performance Governmental in environment Board of education and training Province East Java is motivation ($X_1$) posed at by this variable beta value is biggest that is 0,790 compared to beta value of satisfaction work that is equal to 0,342.

Key word : board of education and training, motivation, work satisfaction, employee performance