

RINGKASAN

**PENGARUH MOTIVASI INTRINSIK DAN EKSTRINSIK TERHADAP
KEPUASAN KERJA DAN KINERJA DARI KARYAWAN *TRAINER* KPI
(KONSORSIUM PENDIDIKAN ISLAM)
DI SURABAYA**

Hal terpenting yang harus diperhatikan agar tujuan organisasi dapat tercapai adalah dengan selalu menjaga dan meningkatkan kinerja, baik kinerja organisasi maupun kinerja perusahaan. Dalam penelitian ini kinerja dipengaruhi oleh dua variabel, yaitu kepuasan kerja dan motivasi kerja (intrinsik dan ekstrinsik). Selain Dinas Pendidikan Nasional (Pemerintah) yang bertanggung jawab dalam melaksanakan program pendidikan nasional, peran dari lembaga-lembaga peduli pendidikan pun dalam skala regional atau nasional adalah cukup membantu sebagai upaya menciptakan kecerdasan bangsa. Diantara lembaga-lembaga peduli pendidikan di Indonesia yang cukup baik eksistensinya untuk skala regional (Jawa Timur) hingga nasional, adalah Konsorsium Pendidikan Islam (KPI) Surabaya.

Tujuan dari penelitian ini adalah sebagai berikut : 1) Untuk mengidentifikasi pengaruh motivasi intrinsik terhadap kepuasan kerja dari para karyawan bagian *trainer* di Konsorsium Pendidikan Islam (KPI) Surabaya; 2) Untuk mengidentifikasi pengaruh motivasi ekstrinsik terhadap kepuasan dari para karyawan bagian *trainer* di KPI Surabaya; 3) Untuk mengidentifikasi pengaruh motivasi intrinsik terhadap kinerja dari para karyawan bagian *trainer* di KPI Surabaya; 4) Untuk mengidentifikasi pengaruh motivasi ekstrinsik terhadap kinerja dari para karyawan bagian *trainer* di KPI Surabaya; 5) Untuk mengidentifikasi pengaruh kepuasan kerja terhadap kinerja dari para karyawan bagian *trainer* di KPI Surabaya; 6) Untuk mengidentifikasi pengaruh tidak langsung dari motivasi intrinsik terhadap kinerja dari para karyawan bagian *trainer* di KPI Surabaya melalui variabel kepuasan kerja; dan 7) Untuk mengidentifikasi pengaruh tidak langsung dari motivasi ekstrinsik terhadap kinerja dari para karyawan bagian *trainer* di KPI Surabaya melalui variabel kepuasan kerja.

Data yang digunakan dalam penelitian ini merupakan data primer yang diperoleh secara langsung dari para karyawan melalui kuesioner. Teknik analisis dengan uji validitas dan reliabilitas dan Analisis Jalur (*Path Analysis*). Dengan analisa jalur, analisis dilakukan dengan : 1) Metode analisis statistik deskriptif yang digunakan untuk menggambarkan keadaan faktor-faktor yang mempengaruhi kepuasan kerja. 2) Metode analisis statistik diferensial yang digunakan untuk melihat pengaruh di antara variabel-variabelnya. Untuk menganalisis data dan menguji hipotesis dengan taraf signifikansi 5%.

Hasil dari pengolahan data yang diuji dengan uji validitas dan reliabilitas menunjukkan telah valid dan reliabel. Kemudian dengan analisa jalur diperoleh hasil penelitian : 1) Motivasi intrinsik secara langsung berpengaruh positif dan signifikan terhadap kepuasan kerja dari karyawan *trainer* di KPI Surabaya; 2) Motivasi ekstrinsik secara langsung berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan *trainer* di KPI Surabaya; 3) Motivasi intrinsik secara

langsung berpengaruh positif dan signifikan terhadap kinerja karyawan *trainer* di KPI Surabaya; 4) Motivasi ekstrinsik secara langsung tidak berpengaruh signifikan terhadap kinerja karyawan *trainer* di KPI Surabaya; 5) Kepuasan kerja secara langsung berpengaruh positif dan signifikan terhadap kinerja karyawan *trainer* di KPI Surabaya; 6) Motivasi intrinsik secara tidak langsung melalui kepuasan kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan *trainer* di KPI Surabaya; dan 7) Motivasi ekstrinsik secara tidak langsung melalui kepuasan kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan *trainer* di KPI Surabaya.

SUMMARY

**THE EFFECT OF INTRINSIC AND EXTRINSIC MOTIVATION ON
JOB SATISFACTION AND PERFORMANCE AMONG *TRAINER* STAFF
AT KPI (ISLAMIC EDUCATION CONSORTIUM) SURABAYA**

The most important factor necessary to achieve organizational goals is closely related to maintenance of performance and increased performance, both organizational and corporate performances. In this research, the performance is influenced by two variables namely job satisfaction and motivation (both intrinsic and extrinsic). It is well recognized that National Education Agency (Government) is mainly taking responsible for national education program implementation. However, other private educational institutions at regional or national level may also play essential role in creating mentally intelligent young generation where one of such educational institutions with well-known reputation and well-recognized for its existence at regional (East Java) and national level is so-called Islamic Education Consortium (KPI) Surabaya.

Several objectives of the research are (1) to identify an effect of intrinsic motivation on job satisfaction of the trainer staff at KPI Surabaya; (2) to find out an effect of extrinsic motivation on job satisfaction of the trainer staff at KPI Surabaya; (3) to see an effect of intrinsic motivation on performance of the trainer staff at KPI Surabaya; (4) to investigate an effect of extrinsic motivation on performance of the trainer staff at KPI Surabaya; (5) to identify an effect of job satisfaction on performance; (6) to identify an indirect effect of intrinsic motivation on performance through job satisfaction variable; and (7) to elucidate an indirect effect of extrinsic motivation on performance through satisfaction job variable.

The data represented primary data directly collected from respondents through questionnaires. The data were analyzed using validity and reliability tests and path analysis. With path analysis, the data were analyzed using: (1) descriptive statistic method employed to describe some factors having influence on job satisfaction and (2) differential statistic method mainly used to see an effect among variables. Additionally, it was also put into use for analyzing and testing hypotheses with 5% significance level.

The results of the validity and reliability tests showed that they were valid and reliable enough. The path analysis demonstrated significant results, suggesting that (1) the intrinsic motivation was positively and significantly correlated with the job satisfaction among the trainer staff at KPI Surabaya; (2) the extrinsic motivation was positively and significantly correlated with the job satisfaction among the trainer staff at KPI Surabaya; (3) the intrinsic motivation was positively and significantly correlated with the performance of the trainer staff at KPI Surabaya; (4) the extrinsic motivation was not significantly related to the job satisfaction among the trainer staff at KPI Surabaya; (5) the job satisfaction generated positive and significant effect on the performance of the trainer staff at KPI Surabaya; (6) the intrinsic motivation produced positive and significant effect on performance through job satisfaction; and (7) the extrinsic

motivation brought about positive and significant impact on performance through job satisfaction.

ABSTRACT

Several objectives of the research are (1) to identify an effect of intrinsic motivation on job satisfaction of the trainer staff at KPI Surabaya; (2) to find out an effect of extrinsic motivation on job satisfaction of the trainer staff at KPI Surabaya; (3) to see an effect of intrinsic motivation on performance of the trainer staff at KPI Surabaya; (4) to investigate an effect of extrinsic motivation on performance of the trainer staff at KPI Surabaya; (5) to identify an effect of job satisfaction on performance; (6) to identify an indirect effect of intrinsic motivation on performance through job satisfaction variable; and (7) to elucidate an indirect effect of extrinsic motivation on performance through satisfaction job variable.

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Keywords: Intrinsic and Extrinsic Motivation, Job Satisfaction and Performance.