

ABSTRACT

THE EFFECT OF MOTIVATION ON EMPLOYEES' PERFORMANCE WITH SPIRITUALITY ETHICS AS MODERATOR VARIABLES

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The effect phenomenon between motivation and employees' performance moderated by spirituality ethics. This condition is assumed to have effects to the effort to optimize the company. Therefore, the phenomenon is taken as the topic of this research. The indicators used as the spirituality ethics are the values of honesty, credibility, intelligence and telling the truth.

Based on the theory discussed in chapter II, the writer assumed that the variable of spirituality ethics needs to be evaluated as factors that have moderating effect on the relationship between motivation and employees' performance. The best condition motivation and contingency variable (spirituality ethics) is hypothesized to result in the increasing of employees' performance.

Empirically, this research examines the effect of spirituality ethics as moderating variable in relation with motivation on the performance of employees of PT. Semen Gresik (Persero) Tbk. The sample of this research is the employees of production II in PT. Semen Gresik (Persero) Tbk located in Tuban (town) with respondents consisting of 155 employees from all section out of 263 population, chosen using proportionate stratified random sampling.

In this research, the quality of the data is tested using descriptive statistics and classical assumption test. The analysis technique used in testing hypothesis 1 is simple regression, while testing hypothesis 2, multi-regression statistics with residual approach (bivariate analysis).

The result of this research shows that employees' motivation has positive and significant effect. It also shows that spirituality ethics proves to be moderating variable, so that the high level of appropriateness between motivation and spirituality ethics have positive effect on the employees' performance. It means work motivation will increase employees' performance if they have high spirituality ethics and it will decrease the employees' performance if they have low spirituality ethics or in other words, if the employees have high motivation and spirituality ethics, their performance will be high.

The result of this research has the implication to contribute to the development of organizational behavior in Indonesia. The limitations in this research is expected to be developed by other research in the future. However the effect of spirituality ethics in the relation of motivation and performance, it still need to be tested again to examine the consistency of the result of this research in the future study. Finally, the effect of motivation on performance needs to be tested considering the possibility of the effect of other conditional factors.

Key words: motivation, spirituality ethics, and performance