

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.

Populasi untuk penelitian ini adalah aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur yang berjumlah 200 orang. Dari populasi tersebut di ambil jumlah sampel sebanyak 125 aparatur secara *random sampling*. Pengambilan sampel sebanyak 125 responden ini didasarkan pada pendapat Hair dkk., (dalam Ferdinand, 2002:47). Hair dkk., menyarankan bahwa ukuran sampel minimum adalah sebanyak 5 observasi untuk setiap *estimated* parameter. Dengan demikian dalam penelitian ini *estimated* parameternya berjumlah 22, maka jumlah sampel minimumnya adalah $22 \times 5 = 110$ responden. Teknik analisis yang digunakan dalam penelitian ini adalah Regresi Linier Berganda dengan alat analisis SPSS Versi 11.00.

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_{hitung} adalah sebesar 292,206 lebih besar dari F_{tabel} sebesar 4,30; (2) secara parsial semua variabel bebas (X_1 dan X_2) memiliki pengaruh yang signifikan terhadap prestasi kerja aparatur pemerintah di lingkungan Badan Pendidikan dan Pelatihan Provinsi Jawa Timur, dari hasil perhitungan diperoleh nilai t_{hitung} nya motivasi dan kepuasan kerja adalah sebesar 16,530 dan 8,065 lebih besar di banding t_{tabel} 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 (X_1) 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 simultan 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 dominan contribution to Government aparatus'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, Cs (in Ferdinand, 2002:47). hair ,Cs 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 $22 \times 5 = 110$ responses. Analysis methode which is used in this research is Doubled Linier Regretion with analysis software SPSS version 11,00

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 (X 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 dominan 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****YUNUS**

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 Provinsi East Java.

The aim of research is to: (1) analysing motivation and satisfaction work by parsial 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 $F_{\text{calculate}}$ equal to 292,206 bigger than F_{table} equal to 4,30. (2) by parsial all free variable (X_1 and X_2) owning influence which signifikan to employee performance Governmental in environment Board of education and training Province East Java, from calculation result obtained by value $t_{\text{calculate}}$ 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 parsial 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 0,700 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