

ABSTRAK

Motivasi kerja merupakan modal utama yang perlu mendapat perhatian secara konsisten dari pimpinan organisasi terkait. Adanya motivasi kerja sebagai aspek pendorong perilaku pegawai merupakan variabel vital dalam manajemen sumber daya manusia agar pegawai dapat merespon tugas dan tanggungjawab terhadap pekerjaannya. Secara hirarki, sumber daya manusia yang berada di lingkungan Perpustakaan Perguruan Tinggi Negeri di Kota Surabaya dibagi dua yaitu pustakawan fungsional dan pustakawan struktural.

Pegawai yang mempunyai motivasi kerja tinggi akan lebih fokus dalam menjalankan tugas pekerjaan dengan sebaik mungkin motivasi kerja berkaitan dengan bagaimana individu tersebut merespon dan menyikapi tugas pekerjaan yang diberikan. Menurut Herzberg menjelaskan bahwa motivator factors terdiri dari 1) achievement, 2) recognition, 3) work itself, 4) responsibility dan growth, sedangkan yang menjadi hygiene factors meliputi; 1) pay and benefit, 2) company policy and administration, 3) relationship with co-workers dan 4) supervision.

Jenis penelitian yang digunakan adalah eksplanatif komparatif dan metode yang digunakan adalah survey dengan jumlah responden 65 orang. Tujuan dari penelitian ini adalah untuk mengetahui apakah terdapat perbedaan motivasi kerja antara pustakawan fungsional dan pustakawan struktural di lingkungan Perpustakaan Perguruan Tinggi Negeri di Kota Surabaya. Metode analisis yang digunakan adalah uji *Independent Sample T-Test* dengan menggunakan *software SPSS 22 For Windows*.

Berdasarkan hasil analisis diperoleh kesimpulan bahwa terdapat perbedaan antara pustakawan fungsional dengan pustakawan struktural pada indikator : 1) work itself (pekerjaan itu sendiri), 2) pay and benefit (gaji dan keuntungan lainnya), 3) relationship with co-worker (hubungan antar rekan kerja), dengan nilai signifikansi (α) < 0,05 pada setiap indikator. Secara keseluruhan pustakawan fungsional memiliki nilai rata-rata 3,85 dan pustakawan struktural memiliki nilai rata-rata 3,77 yang termasuk kedalam motivasi baik.

Kata Kunci : Motivasi, Pustakawan Fungsional, Pustakawan Struktural

ABSTRACT

Work motivation is the main capital that needs to get consistent attention from the leaders of related organizations. The existence of work motivation as an aspect of driving employee behavior is a vital variable in human resource management so that employees can respond to tasks and responsibilities for their work. Hierarchically, the human resources in the Library of State Universities in Surabaya are divided into two: functional librarians and structural librarians.

Employees who have high work motivation will be more focused in carrying out work tasks as well as possible work motivation is concerned with how the individual responds and responds to the work assignments given. According to Herzberg explained that motivator factors consist of 1) achievement, 2) recognition, 3) work itself, 4) responsibility and growth, while those that become hygiene factors include; 1) pay and benefits, 2) company policy and administration, 3) relationship with co-workers and 4) supervision.

The type of research used is explanative comparative and the method used is survey with the number of respondents 65 people. The purpose of this study was to determine whether there were differences in work motivation between functional librarians and structural librarians in the State University Library in Surabaya City. The analytical method used is the Independent Sample T-Test using SPSS 22 For Windows software.

Based on the results of the analysis, it can be concluded that there are differences between functional librarians and structural librarians on indicators: 1) work itself, 2) pay and benefits (salaries and other benefits), 3) collaboration with co-workers (relationships between partners work), with a significance value (α) <0.05 on each indicator. Overall functional librarians have an average value of 3.85 and structural librarians have an average value of 3.77 which is included in good motivation.

Keywords: Motivation, Functional Librarians, Structural Librarians