

ABSTRAK

PANAHAHAN HASIBUAN. NIM. 045020255. Hubungan Antara Intensitas Pelatihan dan Komunikasi Interpersonal dengan Motivasi Kerja Karyawan Operator Produksi PT. Ecogreen Oleochemicals Medan Plant. Tesis, Program Pascasarjana Universitas Negeri Medan, April 2007.

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan antara intensitas pelatihan dengan motivasi kerja, hubungan antara komunikasi interpersonal dengan motivasi kerja, dan hubungan antara intensitas pelatihan dan komunikasi interpersonal secara bersama-sama dengan motivasi kerja karyawan operator produksi PT. Ecogreen Oleochemicals Medan Plant.

Penelitian ini merupakan penelitian deskriptif korelasional karena melihat hubungan antara variabel penelitian. Populasi penelitian ini adalah seluruh karyawan operator produksi PT. Ecogreen Oleochemicals Medan Plant Ltd yang berjumlah 85 orang, dan yang menjadi sampel penelitian sebanyak 52 orang atau 61,18 % dari populasi dengan menggunakan teknik random sampling. Instrumen pengumpulan data adalah angket untuk variabel intensitas pelatihan dengan koefisien reliabilitas $r_{11} = 0,860$, komunikasi interpersonal dengan koefisien reliabilitas $r_{11} = 0,842$ dan motivasi kerja dengan koefisien reliabilitas $r_{11} = 0,876$. Data dianalisis menggunakan teknik korelasi produk momen, regresi sederhana, regresi ganda, dan korelasi parsial.

Hasil pengujian hipotesis menunjukkan: (1). Terdapat hubungan positif yang berarti antara intensitas pelatihan dengan motivasi kerja ditunjukkan dengan koefisien korelasi sebesar $r = 0,743$ atau $r^2 = 0,5520$ dan $t_{hitung} = 7,85 > t_{tabel} = 1,68$ dengan $dk = 50$ pada taraf signifikan $\alpha = 0,05$ (2). Terdapat hubungan positif yang berarti antara komunikasi interpersonal dengan motivasi kerja ditunjukkan dengan koefisien korelasi sebesar $r = 0,776$ atau $r^2 = 0,6022$ dan $t_{hitung} = 8,71 > t_{tabel} = 1,68$ dengan $dk = 50$ pada taraf signifikan $\alpha = 0,05$ (3). Terdapat hubungan positif yang berarti antara intensitas pelatihan dan komunikasi interpersonal secara bersama-sama dengan motivasi kerja karyawan. Hal ini ditunjukkan dengan koefisien korelasi sebesar $R = 0,796$, dengan sumbangan efektif sebesar 63,4 % yang berarti bahwa 63,4 % motivasi kerja karyawan operator produksi PT. Ecogreen Oleochemicals Medan Plant dapat dijelaskan dengan variabel intensitas pelatihan dan komunikasi interpersonal secara bersama-sama melalui persamaan garis regresi ganda $\hat{Y} = 26,23 + 0,31X_1 + 0,46X_2$.

ABSTRACT

PANAHTAN HASIBUAN, NIM. 045020255. A Relationship between Training intensity and Interpersonal Communication and the Working Motivation of Production Operators of the Ecogreen Oleochemicals Medan Plant. Thesis Postgraduate Program Universitas Negeri Medan, April, 2007.

This research was aimed at discovering whether there were relationships between the intensity of training and motivation of work, the interpersonal communication and the motivation of work, and the intensity of training and interpersonal communication together with motivation of work by operation productions PT. Ecogreen Oleochemicals Medan Plant.

This study was a descriptive correlational research to observe the relationships of the research variables. The population was all, amounting to eighty five and the sample were 52 people or 61.18 % taken from the population using proportional random sampling by technique. The instrument used to collect the data were questionnaires for the intensity of training variable with reliability coefficient $r_{11} = 0.860$, the interpersonal communication with reliability coefficient $r_{11} = 0.842$ and motivation of work with reliability coefficient $r_{11} = 0.876$. Data was analyzed by using product-moment correlation, simple regression, multiple regression and partial correlation.

The results of hypotheses testing indicated that (1) there was a significant relationship between the intensity of training and motivation of work with correlation coefficient of $r = 0.743$ or $r^2 = 0.5520$ and $t_{count} = 7.85 > t_{table} = 1.68$ with degree of free = 50 at the level of significance $\alpha = 0.05$ (2) there was a significant relationship between the interpersonal communication and motivation of work with correlation coefficient of $r = 0.776$ or $r^2 = 0.6022$ and $t_{count} = 8.71 > t_{table} = 1.68$ with degree of free = 50 at the level of significance $\alpha = 0.05$ and (3) there was a significant relationship between the intensity of training and interpersonal communication with motivation of work. This was shown with a correlation coefficient of $R = 0.796$ with determinant index of $R^2 = 0.634$ which means that 63.4 % motivation of work could be explained with the variables of intensity of training and interpersonal communication together through the similarity of the double regression line $\hat{Y} = 26.23 + 0.31X_1 + 0.46X_2$.