

ABSTRAK

Suten Hasibuan, 081188130039. Kontribusi Motivasi Kerja dan Iklim Kerjasama terhadap Kepuasan Kerja Pegawai Balai Diklat Keagamaan Medan. Tesis. Program Pascasarjana Universitas Negeri Medan. 2011.

Masalah penelitian ini dapat dirumuskan sebagai berikut: (1) apakah motivasi kerja berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan?, (2) apakah iklim kerjasama berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan?, dan (3) apakah motivasi kerja dan iklim kerjasama secara bersama-sama berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan?. Penelitian ini bertujuan untuk mengungkapkan kontribusi motivasi kerja dan iklim kerjasama terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan. Hipotesis yang diajukan dalam penelitian ini adalah: (1) motivasi kerja berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan; (2) iklim kerjasama berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan; (3) motivasi kerja dan iklim kerjasama secara bersama-sama berkontribusi terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan.

Metode penelitian ini adalah penelitian kuantitatif korelasional dengan menggunakan pendekatan deskriptif dan inferensial. Dalam penelitian ini, populasinya adalah seluruh pegawai Balai Diklat Keagamaan Medan yang berjumlah 66 orang. Mengingat jumlah populasi yang tergolong kecil, maka sampel penelitian ini adalah jumlah keseluruhan populasi atau total sampling yaitu 66 orang.

Hasil analisis data menunjukkan bahwa: (1) motivasi kerja berkontribusi 32,2% terhadap kepuasan kerja; (2) iklim kerjasama berkontribusi 12,3% terhadap kepuasan kerja; (3) motivasi kerja dan iklim kerjasama secara bersama-sama berkontribusi 38,1% terhadap kepuasan kerja pegawai Balai Diklat Keagamaan Medan. Tingkat ketercapaian responden pada variabel motivasi kerja 82.64%, Iklim kerjasama 82.10%, dan kepuasan kerja 80.02%. Semua variabel ini berada pada kategori baik.

Berdasarkan temuan ini, dapat disimpulkan bahwa motivasi kerja dan iklim kerjasama adalah dua faktor penting yang dapat berpengaruh terhadap kepuasan kerja yang tidak dapat diabaikan disamping variabel lain yang tidak diteliti dalam penelitian ini.

ABSTRACT

Suten Hasibuan, 081188130039. The Contribution of Job Motivation and Cooperative Climate to Job Satisfaction of Religious Training Center Field. Thesis. Graduate Program of State University of Medan.

This research problem can be formulated as follows: (1) whether the motivation to work contributes to employee job satisfaction Religious Training Center Field?, (2) whether the climate of cooperation contributes to employee job satisfaction Religious Training Center Field?, And (3) whether the motivation to work and climate of cooperation jointly contribute to employee job satisfaction Religious Training Center Field?. This study aims to contribute megungkapkan work motivation and cooperation climate of employee job satisfaction Religious Training Center Field. Hipotessi proposed in this study were: (1) motivation to work contributes to employee job satisfaction Religious Training Center Field (2) the climate of cooperation contributes to employee job satisfaction Religious Training Center Field, (3) motivation to work and the climate of cooperation jointly contributes to employee job satisfaction Religious Training Center Field.

This research method was correlational quantitative research using descriptive and inferential approach. In this study, the population was all employees of Religious Training Center Field, amounting to 66 people. Given the relatively small population, the sample of this study is the total population or total sampling of 66 people. The results of data analysis indicate that: (1) motivation to contribute 32.2% of job satisfaction, (2) the climate of cooperation contributes 12.3% of job satisfaction, (3) motivation and cooperation climate together contribute 38.1 % of employee job satisfaction Religious Training Center Field. Level of achievement of the respondents on the variables of work motivation 82.64%, 82.10% Climate cooperation, and job satisfaction 80.02%. All of these variables are in either category.

Based on these findings, it can be concluded that the motivation to work and the climate of cooperation are two important factors that could affect the job satisfaction that can not be ignored in addition to other variables not examined in this study.