

ABSTRAK

Rieke Febriani NIM. 7183210052. Pengaruh Beban Kerja dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan PT. Industri Karet Nusantara Medan. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2022.

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan motivasi kerja terhadap kepuasan kerja karyawan PT. Industri Karet Nusantara Medan. Populasi dalam penelitian ini sebanyak 94 orang karyawan tetap. Sampel yang diperoleh dengan metode *sampling total (sensus)* sebanyak 94 orang. Analisis data yang digunakan dalam penelitian ini terdiri dari : uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linear berganda dan uji hipotesis. Hasil penelitian menunjukkan bahwa variabel beban kerja berpengaruh secara parsial dan signifikan terhadap kepuasan kerja, dan variabel motivasi kerja berpengaruh secara parsial dan signifikan terhadap kepuasan kerja. Berdasarkan uji secara simultan beban kerja dan motivasi kerja berpengaruh signifikan terhadap kepuasan kerja, Berdasarkan hasil uji koefisien determinasi diperoleh nilai sebesar 53,6% kemudian sisanya sebesar 46,4% dipengaruhi oleh variabel-variabel lain di luar penelitian ini.

Kata Kunci : Kepuasan Kerja, Beban Kerja dan Motivasi Kerja

ABSTRACT

Rieke Febriani NIM: 7183210052. The Effect Of Workload and Work Motivation on Job Satisfaction of Employees of PT. Industri Karet Nusantara Medan. Thesis, Department of Management, Faculty of Economics, Medan State University 2022.

This study aims to determine the effect of workload and work motivation on job satisfaction of employees of PT. Industri Karet Nusantara Medan. The population in this study were 94 permanent employees. The samples obtained by the total sampling method (census) were 94 people. The data analysis used in this study consisted of : validity and reliability test, classical assumption test, multiple linear regression analysis and hipotesis testing. The results showed that the workload variabel had a partial and significant effct on job satisfaction, and the work motivation variable had a partial and a significant effect on job satisfaction.. Based on the simultaneous test of workload and work motivation have a significant effect on job satisfaction. Based on the results of the coefficient of determination test, a value of 53,6% was obtained, then the remaining 46,4% was influenced by other variabels outside of this study.

Keywords : Job Satisfaction, Workload and Work Motivation