

ABSTRAK

FARDA YOLANDA. 2012. Motivasi Kerja Karyawan Pengumpulan Tol Yang Mengalami Rotasi Kerja di PT. Jasa Marga (PERSERO) Kantor Wilayah Barat (Dibimbing oleh Dra.Sulis Mariyanti.Psi.,M.Si dan Dra.Safitri,M.Si.).

PT.Jasa Marga memberikan strategi rotasi kerja untuk penyegaran kerja yang dapat memberikan motivasi kerja karyawan. Namun pada kenyataannya, strategi rotasi kerja menimbulkan keluhan dari karyawan pengumpulan tol, mereka kecewa karena dipindahkan dan kehilangan kolega yang sudah terjalin baik, adapula yang merasa tidak nyaman dengan kondisi tempat kerjanya. Hal tersebut mengganggu kinerja perusahaan sehingga terhambatnya pengoperasian jalan tol.

Penelitian ini adalah penelitian kuantitatif. Sampel penelitian adalah karyawan pengumpulan tol di PT. Jasa Marga Kanwil Barat. Teknik pengambilan sampelnya adalah sampel jenuh sebanyak 85 karyawan. Pengumpulan data dilakukan melalui alat ukur berupa koesioner. Uji validitas dan reliabilitas pada alat ukur motivasi kerja diperoleh 51 item valid. Uji reliabilitas setelah uji coba sebesar 0.967.

Karyawan yang memiliki motivasi kerja tinggi cenderung lebih banyak, dibandingkan karyawan yang memiliki motivasi rendah. Karyawan memiliki motivasi tinggi, dalam kondisi tidak lagi tidak termotivasi cenderung lebih banyak, dibandingkan kondisi termotivasi. Sedangkan, motivasi kerja rendah, yaitu dalam kondisi tidak lagi termotivasi cenderung lebih banyak, dibandingkan kondisi tidak termotivasi. Karyawan berusia 21-40tahun berada pada kondisi termotivasi, tidak lagi tidak termotivasi, dan tidak termotivasi, berusia 17-21tahun pada kondisi tidak lagi termotivasi. Status menikah berkondisi termotivasi dan tidak termotivasi, status belum menikah berkondisi tidak lagi termotivasi dan tidak lagi tidak termotivasi. Jenis kelamin laki-laki dan Pendidikan SLTA terdapat pada seluruh kondisi. Penghasilan >3juta pada kondisi termotivasi dan tidak termotivasi, dan 1juta-2juta pada kondisi tidak lagi termotivasi dan tidak lagi tidak termotivasi. Lama bekerja >10tahun pada kondisi termotivasi dan tidak termotivasi, 1-5tahun pada tidak lagi termotivasi, dan pada kondisi tidak lagi tidak termotivasi terdapat 1-5tahun dan >10tahun. Penelitian ini tidak terdapat perbedaan motivasi kerja berdasarkan seluruh data penunjang.

ABSTRACT

Farda Yolanda.2012.The Work Motivation of the Employees of Toll Collection which Have Rotation Activity in PT.Jasa Marga (PERSERO) at the West Jakarta Region Office.

(Guided by Dra.Sulis Mariyanti.Psi.,M.Si and Dra.Safirti,M.Si.)

Jasa Marga company gives work rotation strategy to give refresh work situation ,so can make the employees have more motivation to work. But, the fact is the work rotation strategy makes the the toll collection employees complaint. They feel so disappointed because they must to moved from the one toll gate to the other toll gate, so it makes them lost the colleague that had good been esthablished, and then some them said that they don't feel comfortable with the work situation place. All of it give effect to the performance of the company so it makes the operation of the tollroad is hampered.

This research uses a quantitative method ,with the samples are the employees of toll collection at the PT. Jasa Marga Western Regional Office. The sample collection techniques is saturated sample as many as 85 employees. Data collection by means of a questionnaire measuring. The result of the validity test showed that they are 51 items valid with reliability value 0.967.

The number of employees that have high work motivation is more than the employees that have low work motivation. The employees that have high work motivation are in the condition that not to have unmotivated again. And the number of this employees are more than the employees that have motivated condition. And then, the number of the employees that have low motivation which have condition unmotivated anymore are more than the number of employees that have unmotivated condition. The employees with the age 21-40 years old are in the motivated condition , not to unmotivated anymore condition and unmotivated condition. The employees that have age 17-21 years old are in the unmotivated anymore condition. Marital status are in the motivated status and unmotivated, unmerried status are in the unmotivated anymore condition and not to unmotivated anymore. For the male and the employees that have high school education are in the all condition. The employees that have income more than 3 million are in the motivated and unmotivated condition and then the employees that have income between 1 until 2 million are in the unmotivated anymore condition and not to unmotivated anymore. Length time work more than 10 years in the motivated and unmotivated condition, 1 – 5 years in the unmotivated anymore condition and in the not to unmotivated anymore condition is in the employees that have 1-5 and more than 10 years length time work. The result of anova test showed that they were not difference work motivation for the employees by demography's data.