

**ANALISIS PENGARUH *HYGIENE FACTORS* DAN
MOTIVATION FACTOR TERHADAP *EMPLOYEE*
SATISFACTION PT. X**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh variabel *salary*, *supervision & interpersonal relation*, *physical working condition*, dan *work motivation* terhadap *employee satisfaction*. Penentuan variabel ini sendiri diambil dengan menggunakan *Two-Factors Theory*. Metode yang digunakan penelitian ini adalah dengan menggunakan kuesioner yang telah dibagikan kepada sampel dengan cara *simple random sampling* yang kemudian dianalisis dengan menggunakan regresi linier berganda. Hasil dari penelitian ini menunjukkan bahwa variabel *salary*, *supervision & interpersonal relation* dan *physical working condition* mempengaruhi secara positif dan signifikan terhadap *employee satisfaction* dengan variabel *supervision & interpersonal relation* mempunyai nilai t tertinggi dan dinyatakan sebagai variabel yang paling berpengaruh terhadap *employee satisfaction*. Variabel *work motivation* mempunyai nilai t yang lebih rendah dibanding t_{tabel} , yang mengakitbat variabel tersebut tidak mempengaruhi *employee satisfaction*. Hal ini juga memperkuat Teori Herzberg bahwa ketiga variabel tersebut mempengaruhi *employee satisfaction*, namun variabel *work motivation* tidak berpengaruh karena *work motivation* lebih cenderung untuk *upper-level*. Usulan dari penelitian yaitu dengan peningkatan harmonisasi hubungan antarkaryawan secara rutin yang diharapkan akan adanya peningkatan *Employee Satisfaction*.

Kata Kunci: *salary*, *interpersonal relation*, *physical working condition*, *work motivation*, Herzberg, *Two-Factors Theory*, *employee satisfaction*.

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ABSTRACT

This study aims to analyze if salary, supervision & interpersonal relation, physical working condition, and work motivation variables affected employee satisfaction. Variables determined based on Two-Factors Theory declared by Frederick Herzberg. Method that used in this study was using the questionnaires that have been distributed among the samples that selected by simple random sampling method and then would be analyzed with multiple linear regression. Result of this study showed that salary, supervision & interpersonal relation, and physical working condition variables affected positively and significantly to employee satisfaction with note that supervision and interpersonal variable has the highest t score and expressed as the most affected variable to employee satisfaction among those two. Opposite condition happens in working condition variable that shows t score was smaller than t_{table} that concludes working condition variable does not effect employee satisfaction. This result was strengthen the Herzberg's Theory that those three variables affected employee satisfaction. Yet, working condition does not effect because this variable tends to upper-level. This study suggests if harmonizing of interpersonal relation increased, hoping that employee satisfaction would be increased as well.

Keywords: *salary, interpersonal relation, physical working condition, work motivation, Herzberg, Two-Factors Theory, employee satisfaction.*