

PENGARUH POLA KERJA 12 JAM KERJA TERHADAP MOTIVASI KERJA KARYAWAN PT KALTIM PRIMA COAL

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ABSTRAK

Pola 12 jam kerja merupakan rentan waktu yang panjang dibandingkan jam kerja normal pada umumnya, hal inilah menjadi sebuah alasan penting dalam penelitian ini. Penelitian ini bertujuan untuk menganalisis pengaruh sikap karyawan dan persepsi besaran insentif terhadap motivasi kerja karyawan yang bekerja 12 jam di PT. Kaltim Prima Coal. Metode penelitian yang digunakan adalah deskriptif kuantitatif yang melibatkan sampel penelitian sebanyak 105 karyawan yang bekerja di tambang PT Kaltim Prima Coal, Sangatta Kutai Timur. Instrumen dalam penelitian ini adalah regresi linear berganda. Berdasarkan hasil uji hipotesis untuk melihat hubungan antara variabel baik secara parsial ataupun simultan, Hasil penelitian ini menyatakan bahwa sikap kerja karyawan terhadap pola kerja 12 jam berpengaruh signifikan terhadap motivasi kerja. Besaran insentif juga memiliki pengaruh yang signifikan terhadap motivasi kerja. kesimpulannya adalah motivasi memiliki nilai signifikan terhadap variabel sikap karyawan terhadap pola 12 jam kerja dan besaran insentif secara simultan.

Kata kunci : Pola kerja 12 jam, sikap, insentif, motivasi kerja

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***EFFECT OF PATTERNS 12 HOURS WORK OF MOTIVATION EMPLOYEES
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ABSTRACT

Pattern of 12 hours of work a long time prone than normal working hours in general, this is becoming an important reason in this study. This study was conclude to analyze the influence of employee attitudes and perceptions of the amount of incentives on employee motivation are working 12 hours in PT. Kaltim Prima Coal. The method used is descriptive quantitative study involving a sample of 105 employees working in the mines PT Kaltim Prima Coal, Sangatta East Kutai. The instrument in this research is multiple linear regression. Based on the results of hypothesis testing to determining relationships between variables either partially or simultaneously, results of this study stated that the attitude of employees to work 12-hour patterns have a significant effect on work motivation. The amount of incentives also have a significant effect on work motivation. the conclusion is the motivation to have a significant value to variable employee attitudes towards patterns of 12 hours of work and the amount of incentives simultaneously.

Keywords: pattern 12-hour, Attitudes, incentives, work motivation

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