

LAPORAN SKRIPSI

**PENGARUH MOTIVASI KERJA TERHADAP KINERJA KARYAWAN
PT M SEMARANG**



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PROGRAM STUDI MANAJEMEN

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**Diajukan dalam Rangka Memenuhi
Salah Satu Syarat Memperoleh
Gelar(S.M)**



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ABSTRAK

Penelitian ini mereplikasi jurnal Soselisa & Killay (2020) dengan tujuan mendeskriptifkan motivasi kerja dan kinerja karyawan PT M Semarang, serta menguji pengaruh motivasi kerja terhadap kinerja karyawan. Kinerja didefinisikan sebagai hasil kerja dengan indikator kuantitas, kualitas, dan waktu. Motivasi kerja merupakan proses pemenuhan kebutuhan yang mendorong pencapaian tujuan berdasar Luthans mencakup faktor motivator (*achievement, recognition, work itself, responsibility, advancement*) dan hygiene (*company policy, supervision, salary, interpersonal relations, working conditions*) menurut Herzberg.

Pendekatan kuantitatif digunakan dengan sampel jenuh 75 karyawan produksi subdivisi mixing PT M Semarang, diukur via kuesioner skala Likert. Analisis meliputi uji validitas, reliabilitas, regresi linear sederhana, dan uji-t. Hasil menunjukkan pengaruh negatif dan signifikan motivasi kerja terhadap kinerja karyawan ($\text{sig. } 0,086 > 0,05$), artinya hipotesis ditolak.

Kata Kunci: Motivasi Kerja, Kinerja Karyawan

ABSTRACT

This study replicates the journal by Soselisa & Killay (2020) with the aim of describing the work motivation and performance of employees at PT M Semarang, as well as testing the influence of work motivation on employee performance. Performance is defined as work results with indicators of quantity, quality, and time. Work motivation is a process of fulfilling needs that drives the achievement of goals based on Luthans, which includes motivators (achievement, recognition, work itself, responsibility, advancement) and hygiene (company policy, supervision, salary, interpersonal relations, working conditions) according to Herzberg.

A quantitative approach was used with a saturated sample of 75 production employees from the mixing subdivision of PT M Semarang, measured via a Likert scale questionnaire. The analysis included validity and reliability tests, simple linear regression, and t-tests. The results showed a negative and significant effect of work motivation on employee performance ($\text{sig. } 0.086 > 0.05$), meaning that the hypothesis was rejected.

Keyword: Work Motivation, Employee Performance.