

ABSTRACT

THE EFFECT OF INTRINSIC MOTIVATION AND AFFECTIVE COMMITMENTS ON EMPLOYEE PERFORMANCE OF AUTO 2000 WORKSHOP RADEN INTAN BRANCH BANDAR LAMPUNG

By

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The purpose of this study was to find whether intrinsic motivation and affective commitment affected the performance of employees at the Auto 2000 workshop at Raden Intan branch Bandar Lampung. The type of research used the quantitative research. The population and sample in this study was all employees of the Auto 2000 workshop at the Raden Intan branch Bandar Lampung, totalling 36 people. The data collection method was a survey with the questionnaire data collection technique. The data were analyzed using the multiple linear regression analysis and the result obtained was $Y = 1,340 + 0,514X_1 + 0,527X_2$. These result found that the intrinsic motivation had an effect of 0,514 on the employee performance and the affective commitment had an effect of 0,527 on the employee performance.

The result showed that the intrinsic motivation had a positive effect on the employee performance by 0,764 or 76,4%, affective commitment affected the employee performance by 0,756 or 75,6%, the intrinsic motivation and the affective commitment affected the employee performance by 0,899 or 89,9% whike the rest was affected by other variables not examined

Keywords: Intrinsic Motivation, Affective Commitment, Performance

ABSTRAK

PENGARUH MOTIVASI INTRINSIK DAN KOMITMEN AFEKTIF TERHADAP KINERJA KARYAWAN BENGKEL AUTO 2000 CABANG RADEN INTAN BANDAR LAMPUNG

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Penelitian ini bertujuan untuk mengetahui apakah motivasi intrinsik dan komitmen afektif berpengaruh terhadap kinerja karyawan bengkel Auto 2000 cabang Raden Intan Bandar Lampung. Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi dan sampel pada penelitian ini adalah seluruh karyawan bengkel Auto 2000 cabang Raden Intan Bandar Lampung yang berjumlah 36 orang. Metode pengumpulan data yaitu survei dengan teknik pengumpulan data angket/kuesioner. Data dianalisis menggunakan analisis regresi linier berganda dan diperoleh hasil $Y = 1,340 + 0,514X_1 + 0,527X_2$. Hasil tersebut menunjukkan bahwa motivasi intrinsik mempunyai pengaruh 0,514 terhadap kinerja karyawan dan komitmen afektif mempunyai pengaruh sebesar 0,527 terhadap kinerja karyawan.

Hasil penelitian menunjukkan bahwa motivasi intrinsik berpengaruh positif terhadap kinerja karyawan sebesar 0,764 atau 76,4%, komitmen afektif berpengaruh terhadap kinerja karyawan sebesar 0,756 atau 75,4%, motivasi intrinsik dan komitmen afektif berpengaruh terhadap kinerja karyawan sebesar 0,899 atau 89,9% sedangkan sisanya dipengaruhi oleh variabel lain yang tidak diteliti.

Kata kunci : Motivasi Intrinsik, Komitmen Afektif, kinerja.