

ANALISIS PENGARUH IKLIM ORGANISASI DAN MOTIVASI TERHADAP KEPUASAN KERJA DAN KINERJA KARYAWAN (Studi pada PT. Brataco Chemika Cabang Jateng)

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Abstract

This Research to test the hypothesis that Organizational Climate and Motivation will influence the factor satisfaction Work and Employees Performance. this Research Target is to analyze the factors influencing employees performance at PT. Brataco Chemika Branch the Central Java

Sample in this research is staff employees remain to PT. Brataco Semarang. Sum up the sample taken in research adapted for by a minimum condition of sample which must be fulfilled in SEM. Sum up the sample as much 5 times sum up the indicator becoming minimum standard. Indicator in this research is 21 indicator, so that minimize the sample which must be taken is 105 sample. Data which is in analysis come from spreading questioner to employees of taken as sample in this research.

Result of this research indicate that the organizational climate have an effect on positive to satisfaction work the value C.R. equal to 4,423. Motivation have an effect on positive to satisfaction work the employees assess the C.R. equal to 2,964. Organizational climate have an effect on positive to employees performance assess the C.R. equal to 4,113. Motivation have an effect on positive to employees performance assess the C.R. equal to 2,875. Satisfaction work to have an effect on positive to employees performance assess the C.R. equal to 2,736, meaning the value above far above 2,00, its meaning organizational climate excelsior, motivate and satisfaction work hence can improve the employees performance

Keywords: *Employees Performance, Satisfaction work, Motivation, and Organizational Climate*

Pendahuluan

Dewasa ini, dengan semakin ketatnya tingkat persaingan bisnis mengakibatkan perusahaan dihadapkan pada tantangan untuk dapat tetap mempertahankan kelangsungan hidup. Organisasi memerlukan sumber daya manusia yang bisa dikembangkan. Pengelolaan sumber daya manusia ini dipengaruhi oleh banyak hal, selain kualitas sumber daya manusia, sistem yang ada dalam organisasi, struktur organisasi, prosedur kerja, keterlibatan atau partisipasi pekerja dan iklim organisasi (Robbins, 1996).

Sumber daya manusia selain sebagai salah satu unsur yang sangat menentukan keberhasilan suatu organisasi, disisi lain juga sebagai makhluk yang mempunyai pikiran, perasaan dan harapan-harapan tertentu. Hal ini sangat memerlukan perhatian tersendiri karena faktor-faktor tersebut akan mempengaruhi kinerja, dedikasi dan loyalitas serta kecintaan terhadap pekerjaan dan organisasinya (Malayu, 1994).

Salah satu aspek dari suatu organisasi adalah iklim organisasi. Pengaruh iklim organisasi terhadap pekerjaan adalah nyata, seperti yang dijelaskan oleh Davis (1981) bahwa iklim organisasi