

ABSTRAK

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Judul Skripsi : “Hubungan Antara *Perceived Organizational Support* Dan *Work Motivation* Pada Karyawan Pita Cukai Perum Peruri”

Pembimbing : Prof. Dr. Diana Harding, M.Si.

Karyawan Divisi Produksi Non Uang bagian Pita Cukai Perum Peruri merupakan elemen yang penting bagi perusahaan karena tampilan kerja karyawan akan memberikan pengaruh secara langsung pada produksi Pita Cukai yang merupakan produk dari Perum Peruri. Data awal menunjukkan terdapat persepsi mengenai dukungan yang diberikan perusahaan pada karyawan Divisi Produksi Non Uang bagian Pita Cukai yang kurang memuaskan dan harus ditindaklanjuti karena ada hubungannya dengan motivasi kerja karyawan yang juga terlihat rendah. Motivasi kerja karyawan dapat mempengaruhi kualitas maupun kuantitas dari Pita Cukai yang diproduksi. Penelitian ini bertujuan untuk melihat hubungan antara *perceived organizational support* dengan *work motivation* pada karyawan Divisi Produksi Non Uang bagian Pita Cukai Perum Peruri.

Responden penelitian ini merupakan 90 karyawan Divisi Produksi Non Uang bagian Pita Cukai yang telah bekerja minimal 1 tahun menjadi responden penelitian ini. Metode yang digunakan ialah berupa studi korelasional dengan teknik penarikan sampel *stratified random sampling*, dikarenakan terdapat tiga seksi yang memproduksi Pita Cukai yaitu Seksi Cetak, Verifikasi dan Khazanah. Alat ukur penelitian ini berupa kuesioner *perceived organizational support* berdasarkan konsep Robert Eisenberger, dkk (1985) dan kuesioner *work motivation* berdasarkan konsep Vroom (1964). Data yang diperoleh diolah menggunakan uji korelasi *rank spearman*.

Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *perceived organizational support* dengan *work motivation* ($p\text{-value} = 0.000$, $r = 0.435$). Artinya, semakin tinggi *perceived organizational support* yang dimiliki karyawan, maka semakin tinggi pula motivasinya untuk bekerja. Secara umum, karyawan Divisi Non Uang bagian Pita Cukai memiliki *perceived organizational support* yang cenderung tinggi. Selain itu, mayoritas karyawan juga memiliki *work motivation* yang cenderung rendah.

Kata Kunci : *Perceived Organizational Support*, *Work Motivation*, karyawan

ABSTRACT

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Thesis Title : “*Correlation Between Perceived Organizational Support and Work Motivation in Employee of Excise Stamp Section of Valuable Documents Division in Perum Peruri*”

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Employee of Excise Stamp Section of Valuable Documents Division in Perum Peruri is the most important element for company whose behavior directly contributes to Excise Stamp production as the final product of Perum Peruri. Data shows that there is a perception of Employee regarding support that is given by the company to employee of Divisi Produksi Non Uang bagian Excise Stamp which is not quite satisfying and should be proceed, since there is a correlation to low degree of work motivation. Work motivation contributes to quality and quantity of the production of Excise Stamp. This research aims to see the correlation between perceived organizational support and work motivation which happens to the employee of Excise Stamp Section of Valuable Documents Division in Perum Peruri.

Respondent of this research is ninety employees of Excise Stamp Section of Valuable Documents Division who has worked 1 year at minimum. The Method that is used is correlation study with stratified random sampling as the sampling method, since there are three sections that produce Excise Stamp which are Printing, Verification and Storage Section. Measurement tool that is used in this research is a perceived organizational support questioner which is based on Robert Eisenberger, et al's (1985) concept and work motivation questioner which is based on Vroom's (1964) concept. Data that is gathered were analyzed with rank spearman correlation test.

Result of this research shows that there is positive and significant correlation between perceived organizational support and work motivation (p -value = 0.000, $r = 0.435$). This result means that the higher perceived organizational support that employee has, the higher their motivation to work. In general, employee of Excise Stamp Section of Valuable Documents Division has perceived organizationl support which is quite high. In the other hand, majority of the employee also has quite low work motivation.

Keywords : Perceived Organizational Support, Work Motivation, Employee