

ABSTRACT

Halim Akbar Hafiludin. The Effect of Achievement Motivation and Appreciation on the Development of Employees' Career at CV. Badak Karya Pratama under the guidance of Dr. Raden Mas Mochammad Wispandono, SE., MS and Dr. Muhammad Alkirom Wildan, SE., M.Si.

Achievement Motivation and Appreciation are variables which have influence on the development of employees' career. This study takes an object at the company that engaged in the field of fashion that is CV. Badak Karya Pratama Gadingrejo Pasuruan with 83 respondents. The aims of this study are to know whether there is a positive effect of appreciation on the development of employees' career, to know whether there is a positive effect of achievement motivation on the development of employees' career, and to know which one of appreciation and achievement motivation that is more influential on the development of employees' career. This study is a kind of quantitative analysis with multiple linear regression analysis as data analysis tool. The statistic results of multiple linear regression analysis show that appreciation and achievement motivation variables have a positive effect simultaneously on the development of employees' career. Then, it is also found that appreciation and achievement motivation variables have a positive effect partially on the development of employees' career. Finally, it is found that achievement motivation gives a dominant positive effect on the development of employees' career.

Keywords: Achievement Motivation, Appreciation, Development of Employees' Career.

ABSTRAK

Halim Akbar Hafiludin. Pengaruh Motivasi Berprestasi dan Penghargaan Terhadap Pengembangan Karier Karyawan Pada CV. Badak Karya Pratama dibawah bimbingan Bapak Dr. Raden Mas Mochammad Wispandono, SE., MS dan Bapak Dr. Muhammad Alkirom Wildan, SE., M.Si.

Motivasi Berprestasi dan Penghargaan adalah variabel yang mempunyai pengaruh terhadap Pengembangan Karier Karyawan. Penelitian ini mengambil objek di perusahaan yang bergerak di bidang fashion yaitu CV. Badak Karya Pratama Gadingrejo Pasuruan dengan responden sebanyak 83 orang. Tujuan dari penelitian ini adalah mengetahui terdapat pengaruh positif antara penghargaan terhadap pengembangan karier karyawan, mengetahui terdapat pengaruh positif antara motivasi berprestasi terhadap pengembangan karier karyawan dan mengetahui yang lebih berpengaruh antara penghargaan dan motivasi berprestasi terhadap pengembangan karier karyawan. Jenis penelitian dalam penelitian ini adalah penelitian kuantitatif dengan alat analisis data menggunakan analisis regresi linier berganda. Hasil uji statistika analisis regresi linier berganda, menemukan variabel penghargaan dan motivasi berprestasi berpengaruh positif secara simultan terhadap pengembangan karier karyawan. Lalu ditemukan pula variabel penghargaan dan motivasi berprestasi berpengaruh positif secara parsial terhadap pengembangan karier karyawan. Selanjutnya ditemukan bahwa motivasi berprestasi memberikan pengaruh positif yang dominan terhadap pengembangan karier karyawan.

Kata Kunci: Motivasi Berprestasi, Penghargaan, Pengembangan Karier Karyawan.