

Correlation Between Pay Satisfaction and Work Motivation Among Gen Z Employees

Nabila Hilina¹ and Noor Siti Rahmani²

^{1,2}Fakultas Psikologi UGM

Abstract

Pay satisfaction and work motivation have long been topics of research in Industrial and Organizational Psychology. However, few discuss those topics in the context of Gen Z employees due to the limited amount of years they have entered the workforce. Hence, research aims to examine the relationship between pay satisfaction and work motivation among Gen Z employees. Participants of this research were employees born from 1997-1999 that have been working for an organization for a minimum of 6 months. Sampling method used voluntary response and purposive sampling. Pay satisfaction was assessed using Pay Satisfaction Questionnaire (PSQ), whereas work motivation was assessed using the Multidimensional Work Motivation Scale (MWMS). Both scales have been translated into Bahasa Indonesia by previous studies. The data obtained were analyzed using Pearson product-moment correlation and Splitted Pearson product-moment correlation. The result showed that there is a correlation between pay satisfaction and work motivation [$r = .439$; $p < .001$]. Moreover, there is a higher correlation between pay satisfaction and intrinsic motivation [$r = .553$; $p < .001$] compared to pay satisfaction and extrinsic motivation [$r = .376$; $p < .001$]. In regards to participants' gender and work domicile, T-Test found no difference in their pay satisfaction and work motivation.

Keywords: Gen Z, pay satisfaction, work motivation, intrinsic motivation, extrinsic motivation

Abstrak

Kepuasan gaji dan motivasi kerja telah lama menjadi topik penelitian di ilmu Psikologi Industri dan Organisasasi. Namun, literatur yang membahas topik tersebut dengan subjek Gen Z masih terbatas dikarenakan singkatnya periode Gen Z dalam memasuki dunia kerja. Oleh karena itu, penelitian ini bertujuan untuk menguji hubungan antara kepuasan gaji dengan motivasi kerja pada karyawan Gen Z. Partisipan dalam penelitian ini adalah pegawai kelahiran 1997-1999 yang telah bekerja di suatu organisasi minimal 6 bulan. Metode pengambilan data yang digunakan adalah voluntary response dan purposive sampling. Kepuasan gaji dinilai dengan Pay Satisfaction Questionnaire (PSQ), sedangkan motivasi kerja dinilai dengan Multidimensional Work Motivation Scale (MWMS). Kedua skala tersebut telah diterjemahkan ke dalam bahasa Indonesia oleh penelitian sebelumnya. Data yang diperoleh dianalisis menggunakan korelasi Pearson product-moment dan korelasi Splitted Pearson product-moment. Hasil penelitian menunjukkan ada hubungan antara kepuasan gaji dengan motivasi kerja [$r = 0,439$; $p < ,001$]. Selain itu, ada korelasi yang lebih tinggi antara kepuasan gaji dan motivasi intrinsik [$r = 0,553$; $p < ,001$] dibandingkan dengan kepuasan gaji dan motivasi ekstrinsik [$r = ,376$; $p < ,001$]. Dilihat dari jenis kelamin dan domisili kerja partisipan, T-Test tidak menemukan perbedaan dalam kepuasan gaji dan motivasi kerja mereka.

Kata kunci: Gen Z, kepuasan gaji, motivasi kerja, motivasi intrinsik, motivasi ekstrinsik