

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh sistem kontrol formal dan informal terhadap kinerja melalui motivasi intrinsik dan ekstrinsik pada perusahaan *startup* di Indonesia. Sistem kontrol formal dikategorikan menjadi kontrol tindakan dan kontrol hasil. Sementara itu, sistem kontrol informal dikategorikan menjadi kontrol personal dan kontrol budaya. Penelitian ini menggunakan *Self-determination theory* (SDT) dan *Motivation Crowding Theory* (MCT) dalam perumusan hipotesis. Metode pada penelitian ini menggunakan metode kuantitatif, dengan analisis SEM-PLS. Jumlah responden pada penelitian ini sebanyak 211 responden. Hasil penelitian ini menunjukkan bahwa motivasi intrinsik mampu memediasi hubungan antara kontrol personal terhadap kinerja dan kontrol budaya terhadap kinerja. Lebih lanjut motivasi ekstrinsik mampu memediasi hubungan antara kontrol hasil terhadap kinerja. Namun, hasil pada penelitian ini menunjukkan bahwa motivasi ekstrinsik tidak mampu memediasi hubungan antara kontrol tindakan terhadap kinerja.

Kata Kunci: Sistem Kontrol, Motivasi, Kinerja, *Perusahaan Startup*

ABSTRACT

This study examines the effect of formal and informal control systems on performance through intrinsic and extrinsic motivation in startup companies in Indonesia. Formal control systems are categorized into action control and outcome control. Meanwhile, the informal control system is organized into personal control and cultural control. This research uses self-determination theory (SDT) and Motivation Crowding Theory (MCT) to formulate hypotheses. The method in this study uses quantitative methods with SEM-PLS analysis. The number of respondents in this study was 211 respondents. This study indicates that intrinsic motivation can mediate the relationship between personal control on performance and cultural power on the account. Furthermore, extrinsic motivation can mediate the relationship between outcome control and performance. However, the results in this study indicate that extrinsic motivation cannot mediate the relationship between action control and performance.

Keywords: Control System, Motivation, Performance, Startup Companies