

**PERBEDAAN MOTIVASI KERJA INTRINSIK DAN MOTIVASI KERJA EKSTRINSIK
ANTARA PEKERJA PEREMPUAN BERSTATUS KAWIN DAN PEKERJA
PEREMPUAN BERSTATUS BELUM KAWIN DI
C.V. BERKAH KARUNIA, KULON PROGO**

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Abstrak

Terdapat perbedaan kebutuhan pada pekerja perempuan berdasarkan status perkawinan yang bersifat eksternal dan internal. Perbedaan kebutuhan tersebut dapat berpengaruh pada motivasi kerja yang terdiri dari motivasi kerja intrinsik dan motivasi kerja ekstrinsik, oleh karena itu, peneliti tertarik untuk meneliti mengenai perbedaan motivasi kerja intrinsik dan motivasi kerja ekstrinsik pada pekerja perempuan. Tujuan dalam penelitian ini yaitu untuk menguji perbedaan motivasi kerja antara pekerja perempuan berstatus kawin dengan pekerja perempuan berstatus belum kawin di C. V. Berkah Karunia, Kulon Progo. Hipotesis penelitian yang diajukan adalah, (1) motivasi kerja intrinsik pekerja perempuan yang berstatus belum kawin lebih tinggi dari motivasi kerja intrinsik pekerja perempuan yang berstatus kawin, dan (2) motivasi kerja ekstrinsik pekerja berstatus kawin lebih tinggi dari motivasi kerja ekstrinsik pekerja perempuan yang berstatus belum kawin. Subjek penelitian 58 orang terdiri dari 27 subjek berstatus belum kawin dan 31 subjek berstatus kawin yang dipilih menggunakan teknik *incidental sampling*. Variabel bebas dalam penelitian ini adalah status perkawinan, yang terdiri dari kawin dan belum kawin. Variabel tergantung yaitu motivasi kerja yang terdiri dari motivasi kerja intrinsik dan motivasi kerja ekstrinsik. Analisis data penelitian menggunakan teknik *independent sample t-test*. Hasil penelitian menunjukkan bahwa tidak ada perbedaan motivasi kerja intrinsik yang signifikan antara pekerja perempuan berstatus belum kawin dengan pekerja perempuan berstatus kawin, nilai $t = -0,634$, $p = 0,529$ ($p > 0,05$), dan tidak ada perbedaan motivasi kerja ekstrinsik yang signifikan antara pekerja perempuan berstatus belum kawin dengan pekerja perempuan berstatus kawin, nilai $t = -1,233$, $p = 0,223$ ($p > 0,05$). Berdasarkan hasil tersebut disimpulkan bahwa motivasi kerja intrinsik dan motivasi kerja ekstrinsik antara pekerja perempuan berstatus kawin dan belum kawin adalah sama.

Kata kunci: motivasi kerja intrinsik, motivasi kerja ekstrinsik, status perkawinan, pekerja perempuan

THE DIFFERENCES BETWEEN INTRINSIC WORK MOTIVATION AND EXTRINSIC
WORK MOTIVATION AT MARRIED AND UNMARRIED WOMEN WORKERS
IN C.V. BERKAH KARUNIA, KULON PROGO

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Abstract

There are differences between the needs of women workers who are married and unmarried. Married women workers work for external needs, which are to fulfill the households' needs, whereas the unmarried women workers enter the workforce for the internal needs in order to develop themselves. In this case, those kinds of needs can influence their work motivation which includes intrinsic and extrinsic motivation. Therefore, researcher intends to conduct a research on these issues. This study aims to examine the differences in intrinsic and extrinsic work motivation between married and unmarried women workers at C.V. Berkah Karunia, Kulon Progo. The hypotheses of this study are, (1) Workers who are unmarried have higher intrinsic motivation than the married ones, and (2) Married workers have higher extrinsic motivation than the unmarried ones. There are 58 women workers who are selected as participants using incidental sampling technique. Independent variable of this study is the marital status among women workers, which are the married and the unmarried. The dependent variable is work motivation that consists of intrinsic and extrinsic work motivation. The intrinsic and extrinsic work motivations are measured using work motivation scale. Independent sample t-test is used to analyze the research data. Result shows that there are not any significant intrinsic motivation differences between married and unmarried women workers, t value = -0,634, $p=0,529$ ($p > 0,05$), and there are not any significant extrinsic motivation differences between married and unmarried women workers, t value = -1,233, p value = 0,223 ($p > 0,05$). The conclusion of this study is that both intrinsic and extrinsic work motivations of married women workers are the same as the unmarried ones.

Keyword: intrinsic work motivation, extrinsic work motivation, marital status, women workers