

INTISARI

Penelitian ini bertujuan menguji hubungan kepuasan penilaian kinerja dan kinerja. Penelitian juga dilakukan untuk menguji hubungan kepuasan penilaian kinerja dan kinerja dengan motivasi intrinsik sebagai variabel pemoderasi.

Data penelitian dikumpulkan melalui metode survei dengan menggunakan kuesioner. Responden penelitian adalah 82 karyawan PD. BPR BKK Ungaran pada posisi staf dan posisi pejabat/manajerial yang mengalami kinerja formal dan telah memiliki masa kerja minimal satu tahun. Karyawan pada posisi pejabat/manajerial yang dimaksud adalah pimpinan fungsional dan struktural yang mengalami penilaian kinerja formal di PD. BPR BKK Ungaran selain jajaran direksi yang merumuskan penilaian kinerja di perusahaan tersebut. Pengujian hipotesis penelitian selanjutnya dilakukan dengan menggunakan analisis regresi linier sederhana dan analisis regresi berjenjang.

Hasil pengujian hipotesis penelitian membuktikan bahwa kepuasan penilaian kinerja memiliki hubungan positif dengan kinerja. Selain itu, ditemukan pula bahwa hubungan kepuasan penilaian kinerja dan kinerja tersebut tidak dimoderasi oleh motivasi intrinsik.

Kata kunci: kepuasan penilaian kinerja, kinerja, motivasi intrinsik

ABSTRACT

This research aims to examine the relationship between performance appraisal satisfaction and work performance. It is also conducted to look at the relationship between performance appraisal satisfaction and work performance with intrinsic motivation as moderating variable.

Data are collected using survey questionnaires. Respondents who take part in this research are 82 employees of PD BPR BKK Ungaran. They are employees in staff position and officers/managers position who get formal performance appraisal and have at least one year tenure. The employees with official/managerial position refer to those who are serving as the structural and functional leaders and get formal performance appraisals in PD BPR BKK Ungaran, not including the directors who formulate company's performance appraisal. Research hypothesis testing are then performed using simple linear regression analysis and hierarchical regression analysis.

The hypothesis testing results prove that performance appraisal satisfaction has positive relationship with work performance. In addition, it's also found out that the relationship between performance appraisal satisfaction and work performance is not moderated by intrinsic motivation.

Keywords: performance appraisal satisfaction, work performance, intrinsic motivation