

Intisari

Penelitian ini bertujuan untuk menganalisis pengaruh persepsi karyawan terhadap sistem penilaian kinerja terhadap motivasi dan kepuasan kerja karyawan. Hipotesa dalam penelitian ini adalah: (1) Pengaruh persepsi dari sistem penilaian kinerja positif terhadap motivasi kerja karyawan, (2) Pengaruh persepsi dari sistem penilaian kinerja positif terhadap kepuasan kerja karyawan.

Penelitian dilakukan di PT Telekomunikasi Indonesia dengan metode pengumpulan data melalui pengisian kuesioner pada sejumlah karyawan di cabang wilayah Madiun yang memenuhi kriteria - kriteria tertentu. Populasi dalam penelitian ini berjumlah 114 orang. Kuesioner yang telah terkumpul secara keseluruhan berjumlah 59 kuesioner dan secara keseluruhan dapat digunakan untuk proses penelitian selanjutnya. Analisa data dalam penelitian ini menggunakan analisis regresi linear sederhana.

Hasil dari pengujian hipotesis menunjukkan bahwa persepsi sistem penilaian kinerja berpengaruh positif terhadap motivasi kerja karyawan sehingga hipotesis diterima dan persepsi sistem penilaian kinerja berpengaruh positif terhadap kepuasan kerja karyawan sehingga hipotesis diterima.

Kata kunci: persepsi karyawan, sistem penilaian kinerja, motivasi kerja, kepuasan kerja.

Abstract

This research aimed to analyze the effect of employee's perception on performance appraisal system with employee motivation and job satisfaction. Hypotheses of this research are : (1) Perception on performance appraisal system has positive effect on employee motivation, (2) Perception on performance appraisal system has positive effect on employee job satisfaction.

This research was conducted at PT Telekomunikasi Indonesia by using questionnaires data collection method to certain employees at Madiun branch office who fulfill certain criteria. Population of this research consisted of 114 people. There were 59 collected questionnaires and all of them could be used for further research process. This research used simple linear regression data analysis.

The result of hypothesis testing indicated perception on performance appraisal system has positive effect on employee motivation therefore hypothesis is accepted and perception on performance appraisal system has positive effect on employee job satisfaction therefore hypothesis is accepted.

Keywords: employee's perception, performance appraisal system, employee motivation, employee job satisfaction.