ABSTRACT


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Kata Kunci : Salary Satisfaction, work motivation

To achieve the objectives of a company, the human resources (HR) is a major asset a very big influence on the company's progress. Therefore, to get a human resources worker who was appointed to a company, means it's basically a decision to give salaries to those concerned. This is important when associated with the element of encouragement work, recruit boost because work was not only want to earn a wage, but also to meet other needs. The research was conducted at the Sugar Factory New Djombang to determine the effect of Pay Satisfaction on Job Motivation employees. The purpose of this study to prove whether there is influence between the Pay Satisfaction Work Motivation.

The research use quantitative methods. The independent variable (X) pay satisfaction and the dependent variable (Y) work motivation. Subjects numbered 80 respondents. The samples in this study were drawn using proportional random sampling technique. Retrieval of data using two Likert scale shaped, equipped with observation, interview and documentation. Test the validity of using the product moment formula and reliability testing using Cronbach alpha formula. While the method of data analysis using simple linear regression analysis. With SPSS version 17.0 for Windows.

The results showed 57.5% (46 employees) have a moderate level of pay satisfaction. Then there were 51.3% (41 employees) have a moderate level of work motivation. As for the effect, showed a highly significant positive relationship between satisfaction with salary on work motivation R Square of 0.060 with p = 0.030 where P <0.05 or 3% significance level between pay satisfaction with work motivation.