

ABSTRAK

Ruqo'iyah. 2012, Thesis. "The Influence of Intrinsic Motivation To the Worker occupation in PT. Bank Tabungan Negara (Limited Company), Open. The Branch Islamic Malang.

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Key Word : Intrinsic Motivation, Employees Performance

Motivation is something that can state the organization's performance so therefore the motivation which include recognition, responsibility, achievement, employment and development is important. One of the things increase the motivation is there is no appropriate placement with the ability of the employees. Therefore research was carried out intrinsic motivation.

This research takes up the problem of the influence of intrinsic motivation to the worker occupation in PT. Bank Tabungan Negara (Limited Company), Open. The Branch Islamic Malang. It is aimed to examine the influence of motivation factors including acknowledgment (X₁), responsibility (X₂), achievement (X₃), occupation(X₄), and development (X₅). The researchers carries out this research to know the influence of intrinsic motivation to the worker occupation and to know the most dominant motivation which influence the worker occupation.

From the risearch result done shows that simultancously the variable acknowledgment (X₁), achievement (X₃), accupation (X₄) and development (X₅) influence to the variable of worker occupation (Y). It can be seen from the value $F_{count} > F_{table(5,29);(0,05)}$ yaitu $53,309 > 2,59$. It is known that the value of $F_{count} > F_{table}$ with significant in the level 0,000 in standart 5% ($p < 0,05$), the result also prove that free variable (acknowledgment, achievement, accupation, and development) simultancously influence significantly to the worker occupation. In this study, the most influence variable to the employees performance is the development (X₅) has the biggest beta value 1,138.

Responsibility variable (X₂) is a variable that affects the performance of partial employees with $1.926 t_{count} > t_{table}$ value of 2.052 and $p = 0.065 < 0.05$, meaning the responsibility variable (X₂) no significant effect on employee's performance variable (Y).

The variable responsibility does not give effect to the performance of employees of PT. Bank Tabungan Negara (Limited Company), Open. The Branch Islamic Malang. This is due to the lack of trust of the leadership of such employee's and rarely provide the opportunity for employees to develop through the provision of training and other forms of development that may be made by a company. Performance is willingness to individuals or groups to perform an activity and complete it in accordance with its responsibilities with the results as expected.