

ABSTRACT

Rahayu, Nanda Setiyo W. 2012. THESIS. "The Influence of Corporate Environment toward the Motivation of Working Employee of Perum Perhutani KPH Pasuruan."

Advisor : Dr. Achmad Sani Supriyanto, SE., M.Si

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Corporate environment is a place where the employees perform their work activities. Environment company which is pleasing will certainly increase the motivation work employees. The purpose of this research is to find out the influencing the variables of individual characteristic, job characteristic, work situation characteristic simultaneously and partially toward the motivation of working employee, and to find out the dominant variable which influencing the motivation of working employee at Perum Perhutani KPH Pasuruan. The benefits of this research, especially for a company is into consideration for the leadership of Perum Perhutani KPH Pasuruan to optimize individual characteristics, job characteristics and work situation characteristics that can be used as a tool to increase the motivation of working employee and achievement of corporate goals.

This study is an explanatory research. The sample of this research is taken from permanent employees of Perum Perhutani KPH Pasuruan, const of 40 people. The writer used a questioner to collect data. The test is conducted using multiple linear regression that consists of F test (*simultaneous test*) and T test (*partial test*), as the consideration of classical assumption test consisting of multicollinearity, heteroscedasticity, autocorrelation, normality, and linearity test.

The result indicates that simultaneously; individual characteristic, job characteristic, work situation characteristic variable, has a strong influence. It can be seen from F_{count} (230,037). From the Adjusted R Square, so individual characteristic, job characteristic, work situation characteristic variable is 96,5%. The result of t_{test} , value of t_{count} of individual characteristic variable is (6,995), and job characteristic variable is (2,554), Work Situation Characteristic variable is (3,640). From this result, it can be seen that $t_{count} > t_{tabel}$. H_a can be accepted and H_o is rejected. The author concludes that individual characteristic variable has more dominant influences than job characteristic and work situation characteristic toward the motivation of working employee with T_{count} is 6,995.