

ABSTRACT

Syah Rezal Miftachurohman, 2013. THESIS. Title: “Effect of Motivation Positive And Negative Of Employee Productivity (Case Study In Mall Olympic Garden Malang)”

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Key Word : Motivation Positive, Motivation Negative, Work Productivity

For companies Mall Olympic Garden Malang. Human resources is one of the company's main asset, thus providing a positive form of motivation such as rewards, bonuses or allowances more attention and also imposed on the company but it is not uncommon that a negative kind of motivation is also imposed on the company like giving warning, sanctions, payroll deductions to dismissal. This is done to discipline employees and the most important is to increase employee productivity. Given that each employee has a background and different problems it is very important for managers to know motivation is most appropriate to use and its use should be appropriate and balanced in order to increase employee productivity and positive impact on the company.

The purpose of this study is to know and reviewing the effect of positive and negative motivation on employee productivity and to know motivation is most dominant influence on work productivity. Type of of research who used in this research is explanation of research (explanatory) and by using quantitative research approach. The number of samples in this study were a total of 36 respondents. The data collected is the primary data and secondary data with engineering documentation, interview, and questionnaires.

The results of this study indicate that motivational variables simultaneously consisting of positive motivation (X1) and negative motivation (X2) significant effect on employee productivity with a significance value $0.000 < 0,05$ and results $F_{\text{count}} 13,563 > \text{from } F_{\text{table}} 4,17$. While partially indicators of positive motivation (X1) significant effect with the results of significance $t 0,007$ and value $t_{\text{count}} 2,169$. Indicators of positive motivation (X2) significant effect with significance of the results of $t 0,019$ and value $t_{\text{count}} 2,288$. The motivation of the two most dominant influence on employee productivity is a positive motivation to the value contribution of 42,90%.