

Persepsi karyawan terhadap motivasi kerja di PT EMS Indoappliances

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Abstrak

Organization well off inside area nominalizing particle always change, cause of that organization with economic base must be more responsive with change in era free market, in other that for organization can survive from tight competition. PT. EMS Indoappliances to confront the free market with tight competition attempt to create opportunity with rise new business in Indonesia. To deal with new business PT. EMS need human resources with good skill dan personality. Human play an important role in build, manage and develop organization. The leader have a big challenge to motivate the employee to work harder and make the employee more productive to achieve aim organization/company, for that situation the leader need to know the knowledge about motivation. This research has objective to know about work motivation of the employee in PT. EMS Indoappliances and also to know employee PT.EMS Indoappliances perception about motivation.

The research in PT.EMS Indoappliances take around 45 sample (fourty five) of responden from 62 (sixty two) of EMS employee. The research rapprochement to quantitative methode, to process questionnaire data become frequency table and interview data to support the research. This research based on Frederich Herzberg theory which devide work motivation into 2 (two) dimension that is intrinsic dimension and extrinsic dimension. Intrinsic dimension is motivation factor from work it self such as acknowledgement, achievement, work it self, responsibility, promotion and development career. And the extrinsic dimension it is came from outer work such as company administration policy, company supervision, work condition, work relation, salary and work peacefulness.

Result from this research are that Intrinsic motivation factor more dominated than extrinsic factor, this result has positive value because be in accordance with FrederichHerzberg theory that intrinsic factor (factor from work it self) will be main trigger for employee and will give employee gratification by doing they job, extrinsic factor only impact as a trigger to the employee for a while because the trait for maintenance.Further the employee perception about work motivation in PT.EMS indoappliances for intrinsic factor very good and for extrinsic factor is well. The suggestion from this research that PT.EMS indoappliances company management should be more enrich of the jobdesk from each employee and give the employee more responsible to make each employee more productive,creative and also improve their skill not only doing administration, marketing and support only. The management PT.EMS indoappliances need to concern for the employee carrer, rotation for allay employee bored with their job desk and routine activity and training from the company should be more manage. And the PT. EMS management need more concern about amount of salary and allowance for the employee because there is still negative perception, also the annuity for the employee to make they feel safe, comfortable and loyal.