

Pengaruh kohesifitas kelompok (group cohesiveness) dan motivasi terhadap kinerja (job performance) : studi pada Biro Kepegawaian Kementerian A = The effect of group cohesiveness and motivation toward job performance : studies in Staffing Agency of Ministry A / Rachmat Kurniawan Ratdityas

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Abstrak

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Kinerja yang kurang memuaskan dalam pelaksanaan pekerjaan di biro kepegawaian Kementerian A merupakan suatu masalah organisasi yang harus dibenahi. Berdasarkan analisis, kemungkinan penyebab rendahnya kinerja adalah ketidakkohesifan kelompok dan motivasi yang rendah. Alat ukur yang digunakan dalam penelitian ini adalah skala Group Environment Questionnaire, McClelland's Theory of Needs, dan Campbell Models. Hasil perhitungan dengan menggunakan uji regresi ganda menunjukkan bahwa group cohesiveness dan motivasi secara bersama-sama memberikan pengaruh sebesar 90.8% terhadap kinerja. Sumbangan motivasi terhadap kinerja sebesar 89,18% dan group cohesiveness sebesar 1,62%. Berdasarkan hasil tersebut, dirancang program intervensi in-house motivation training yang dapat dilakukan oleh pihak organisasi.

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ABSTRACT

Employee's poor performance is an organizational problem that must be addressed. Based on the analysis, possible causes of the low performance are lack of group cohesiveness and low motivation. Measurement tools used in this study is the scale of Group Environment Questionnaire, McClelland's Theory of Needs, and Campbell Models. The calculation by using multiple regression test showed that group cohesiveness and motivation influences toward job performance is 90,8%. Contribution of motivation to the job performance is 89.18%, meanwhile contribution of group cohesiveness is as large as 1.62%. Based on these results, an intervention program designed is in-house motivaton training that can be done by the organization.