

Pengaruh employee motivation factors terhadap job satisfaction dan knowledge sharing pada perusahaan perawatan pesawat terbang (studi kasus PT.GMF Aeroasia) = The influence of employee motivation factors on job satisfaction and knowledge sharing of aircraft maintenance company (study case on base maintenance PT.GMF Aeroasia) / Amanda Reswari

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20413313&lokasi=lokal>

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Abstrak

[Skripsi ini menjelaskan mengenai tujuh variabel yaitu extrinsic rewards, intrinsic reward, training, expectancy, employee motivation, job satisfaction dan knowledge sharing. Tujuan dari penelitian ini adalah untuk menganalisis bagaimana pengaruh employee motivation factors (extrinsic rewards, intrinsic rewards, training, expectancy) terhadap job satisfaction dan knowledge sharing pada karyawan Base Maintenance Unit PT. GMF AeroAsia. Objek penelitian menggunakan 210 orang karyawan Base Maintenance Unit. Penelitian ini dilakukan menggunakan penyebaran kuesioner. Data diolah menggunakan analisis regresi berganda dan analisis regresi sederhana. Dari hasil penelitian ini diketahui bahwa extrinsic rewards tidak berpengaruh terhadap motivasi karyawan sedangkan intrinsic rewards, training, expectancy berpengaruh terhadap motivasi karyawan dan employee motivation berpengaruh terhadap kepuasan kerja dan knowledge sharing. Skripsi ini menjelaskan mengenai tujuh variabel yaitu extrinsic rewards, intrinsic reward, training, expectancy, employee motivation, job satisfaction dan knowledge sharing. Tujuan dari penelitian ini adalah untuk menganalisis bagaimana pengaruh employee motivation factors (extrinsic rewards, intrinsic rewards, training, expectancy) terhadap job satisfaction dan knowledge sharing pada karyawan Base Maintenance Unit PT. GMF AeroAsia. Objek penelitian menggunakan 210 orang karyawan Base Maintenance Unit. Penelitian ini dilakukan menggunakan penyebaran kuesioner. Data diolah menggunakan analisis regresi berganda dan analisis regresi sederhana. Dari hasil penelitian ini diketahui bahwa extrinsic rewards tidak berpengaruh terhadap motivasi karyawan sedangkan intrinsic rewards, training, expectancy berpengaruh terhadap motivasi karyawan dan employee motivation berpengaruh terhadap kepuasan kerja dan knowledge sharing. This research explain seven variables (extrinsic rewards, intrinsic rewards, training, expectancy, employee motivation, job satisfaction and knowledge sharing). The purpose of this research is to analyze how the employee motivation factors (extrinsic rewards, intrinsic rewards, training, expectancy) influences on job satisfaction and knowledge sharing in Base Maintenance Unit at GMF AeroAsia. Research object in this research use 210 (two hundred and ten) of GMF Base Maintenance Unit employees. This research uses questionnaire for collecting data. Data was tested by using multiple regression analysis and simple regression. The results of this research show that there is no significant influence of extrinsic rewards towards employee motivation. Meanwhile, intrinsic rewards, training and expectancy have significant influence towards employee motivation and there is significant influence of employee motivation towards job satisfaction and knowledge sharing. This research explain seven variables (extrinsic rewards, intrinsic rewards, training, expectancy, employee motivation, job satisfaction and knowledge sharing). The purpose of this research is to analyze how the employee motivation factors (extrinsic rewards, intrinsic rewards, training, expectancy) influences on job satisfaction and knowledge sharing in Base Maintenance Unit at

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