

ABSTRAK

Balqis, Emerald Umi. 2021. Skripsi. **Pengaruh Dimensi Motivasi (Kebutuhan Fisiologis, Rasa Aman, Sosial, Harga Diri atau Pengakuan, dan Aktualisasi Diri) Terhadap Kinerja Karyawan Pada Hotel Tampiaro Plaza Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di Hotel Tampiaro Plaza Probolinggo dengan tujuan untuk mengetahui Pengaruh Dimensi Motivasi (Kebutuhan Fisiologis, Rasa Aman, Sosial, Harga Diri atau Pengakuan, dan Aktualisasi Diri) Terhadap Kinerja Karyawan Pada Hotel Tampiaro Plaza Probolinggo.

Jenis penelitian yang digunakan adalah jenis penelitian kuantitatif dengan pendekatan deskriptif dan analisis sosiatif, dengan variabel X_1 kebutuhan fisiologis, variabel x_2 kebutuhan rasa aman, variabel x_3 kebutuhan sosial, variabel x_4 kebutuhan harga diri atau pengakuan, variabel x_5 kebutuhan aktualisasi diri dan variabel y kinerja karyawan. Pada penelitian ini, ukuran sampel diambil menggunakan metode *nonprobability sampling* berjumlah 39 orang yang berasal dari karyawan Hotel Tampiaro Plaza Probolinggo. Teknik *sampling* yang digunakan adalah *Sampling Jenuh*. Teknik pengumpulan data menggunakan kuesioner dengan pengukuran skala Likert yang telah diuji validitas dan reliabilitasnya. Teknik analisis data menggunakan analisis regresi linier berganda dengan bantuan program IBM SPSS versi 22.0.

Hasil penelitian menunjukkan bahwa ada pengaruh antara Dimensi Motivasi (Kebutuhan Fisiologis, Rasa Aman, Sosial, Harga Diri atau Pengakuan, dan Aktualisasi Diri) Terhadap Kinerja Karyawan Pada Hotel Tampiaro Plaza Probolinggo dengan nilai $F_{hitung} = 291,309$ lebih besar dari $F_{tabel} = 2,50$ ($F_{hitung} > F_{tabel}$) dengan nilai probabilitas (Sig. F) = $0,000 < \alpha (0,05)$. ada pengaruh antara Dimensi Motivasi (Kebutuhan Fisiologis, Rasa Aman, Sosial, Harga Diri atau Pengakuan, dan Aktualisasi Diri) Terhadap Kinerja Karyawan Pada Hotel Tampiaro Plaza Probolinggo dengan nilai $t_{hitung} X_1 = 3,337$ (sig. $0,002 \leq 0,025$), $t_{hitung} X_2 = 5,087$ (sig. $0,000 \leq 0,025$), $t_{hitung} X_3 = 3,106$ (sig. $0,004 \leq 0,025$), $t_{hitung} X_4 = 2,739$ (sig. $0,010 \leq 0,025$) maka, dan $t_{hitung} X_5 = 2,541$ (sig. $0,016 \leq 0,025$)

Kata kunci : Dimensi Motivasi, Kebutuhan Fisiologis, Rasa Aman, Sosial, Harga Diri atau pengakuan, Aktualisasi Diri, Kinerja Karyawan.

ABSTRACT

Balqis, Emerald Umi. 2021. Thesis. The Influence of Motivation Dimensions (Physiological Needs, Security, Social Needs, Self-Esteem or Recognition, and Self-actualization) on Employee Performance at Hotel Tampiaro Plaza Probolinggo. Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.

The research was conducted at Hotel Tampiaro Plaza Probolinggo with the aim of knowing the influence of the Motivation Dimensions (Physiological Needs, Security, Social, Self-Esteem or Recognition, and Self-Actualization) on Employee Performance at Hotel Tampiaro Plaza Probolinggo.

The type of research used is quantitative research with a descriptive approach and sociative analysis, with variable X1 physiological needs, variable x2 security needs, x3 social needs variables, x4 variables need for self-esteem or recognition, variable x5 self-actualization needs and variable y employee performance. . In this study, the sample size was taken using the nonprobability sampling method totaling 39 people who came from employees of Hotel Tampiaro Plaza Probolinggo. The sampling technique used is saturated sampling. The data collection technique uses a questionnaire with a Likert scale measurement which has been tested for validity and reliability. The data analysis technique used multiple linear regression analysis with the help of the IBM SPSS version 22.0 program.

The results showed that there was an influence between the Motivation Dimensions (Physiological Needs, Security, Social, Self-Esteem or Recognition, and Self-actualization) on Employee Performance at Hotel Tampiaro Plaza Probolinggo with a value of $F_{count} = 291.309$ greater than $F_{table} = 2.50$ ($F_{count} > F_{table}$) with a probability value ($Sig. F$) = 0.000 < α (0.05). There is an influence between the Motivation Dimensions (Physiological Needs, Security, Social Needs, Self-Esteem or Recognition, and Self-Actualization) on Employee Performance at Hotel Tampiaro Plaza Probolinggo with $t_{count} X1 = 3.337$ (sig. $0.002 \leq 0.025$), $t_{count} X2 = 5.087$ (sig. $0,000 \leq 0.025$), $t_{count} X3 = 3.106$ (sig. $0.004 \leq 0.025$), $t_{count} X4 = 2.739$ (sig. $0.010 \leq 0.025$) then, and $t_{count} X5 = 2.541$ (sig. $0.016 \leq 0.025$)

Keywords : *Motivation Dimensions, Physiological Needs, Security, Social, Self-Esteem, Self-actualization, Employee Performance.*