

ABSTRAK

Skripsi dengan judul “Pengaruh Motivasi Kerja dan *Anxiety* Terhadap Kinerja Karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung” ini ditulis oleh Mohamad Itaqul Furqon, NIM 17401163497, pembimbing Jusuf Bachtiar S.S., M.Pd.

Penelitian ini dilatar belakangi oleh fenomena kurang berjalannya suatu fungsi BMT yang berasal dari akibat turunnya kinerja seorang karyawan. Dalam suatu organisasi, kinerja merupakan suatu hal pokok yang mendasari bagaimana organisasi tersebut dapat melaksanakan visi-misinya. Dalam mempengaruhi kinerja seorang karyawan, pihak manajer BMT harus memperhatikan motivasi yang dimiliki oleh setiap karyawan dalam bekerja dan faktor-faktor yang mengganggu kinerja karyawan tersebut, sebagai contoh *anxiety* (kecemasan). Tujuan dari penelitian ini adalah untuk menguji apakah terdapat pengaruh antara motivasi dan *anxiety* terhadap kinerja karyawan di BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung.

Rumusan masalah dalam penelitian ini adalah (1) pengaruh motivasi kerja terhadap kinerja karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung, (2) pengaruh *anxiety* terhadap kinerja karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung, (3) apakah motivasi kerja dan *anxiety* berpengaruh secara bersama-sama terhadap kinerja karyawan di BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung? Penelitian ini bertujuan untuk mengetahui dan menganalisa pengaruh dari motivasi kerja dan *anxiety* pada karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung, secara parsial dan bersama-sama

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif. Data yang diperoleh dari penelitian ini adalah data primer yang didapat dari penyebaran kuisioner kepada responden yaitu karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung. Data yang terkumpul kemudian dianalisis menggunakan aplikasi SPSS V16.

Dari hasil penelitian ini menunjukkan bahwa: (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) *anxiety* berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) motivasi kerja dan *anxiety* secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan BMT Harapan Umat Tulungagung dan BMT Istiqomah Tulungagung.

Kata Kunci: Motivasi, *Anxiety*, Kinerja Karyawan.

ABSTRACT

This thesis with the title "The Effect of Work Motivation and Anxiety on Employee Performance of BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung" was written by Mohamad Itaqul Furqon, NIM 17401163497, supervisor Jusuf Bachtiar S.S., M.Pd.

This research is motivated by the phenomenon of the lack of functioning of a BMT function which comes from the result of a decrease in the performance of an employee. In an organization, performance is the main thing that underlies how the organization can carry out its vision and mission. In influencing the performance of an employee, the BMT manager must pay attention to the motivation possessed by each employee at work and the factors that interfere with the employee's performance, for example Anxiety. The purpose of this study was to examine whether there is an effect between motivation and anxiety on employee performance at BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung.

The formulation of the problem in this study are (1) the effect of work motivation on the performance of BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung employees, (2) the effect of anxiety on the performance of BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung employees, (3) whether work motivation and anxiety have an effect jointly on the performance of employees at BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung? This study aims to determine and analyze the effect of work motivation and anxiety on employees of BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung, partially and jointly.

This research uses a quantitative approach with associative research type. The data obtained from this study are primary data obtained from distributing questionnaires to respondents, namely employees of BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung. The collected data were then analyzed using the SPSS V16 application.

The results of this study indicate that: (1) work motivation has a positive and significant effect on employee performance, (2) anxiety has a positive and significant effect on employee performance, (3) work motivation and anxiety together have a positive and significant effect on employee performance BMT Harapan Umat Tulungagung and BMT Istiqomah Tulungagung.

Keywords: *Motivation, Anxiety, Employee Performance.*