

ABSTRAK

Skripsi dengan judul “Pengaruh Upah Kerja, Jam Kerja, Usia, Lingkungan Kerja, Dan Gaya Kepemimpinan Terhadap Motivasi Kerja (Studi Kasus Para Pekerja Pabrik Gula Merah Didesa Dukuh)” yang ditulis oleh Isnati Nabilla dengan NIM. 12405183139. Jurusan Manajemen Bisnis Syariah. Fakultas Ekonomi dan Bisnis Islam, Universitas Islam Negeri Sayyid Ali Rahmatullah Tulungagung. Pembimbing Nurul Fitria Ismayanti, M.E.I.,.

Penelitian ini dilatar belakangi oleh banyaknya pabrik gula merah didesa Dukuh, sehingga banyak menyerap tenaga kerja didesa Dukuh sendiri. Berdasarkan latar belakang tersebut peneliti ingin melakukan penelitian dengan tujuan Untuk menganalisis bahwa upah kerja berpengaruh secara signifikan terhadap motivasi kerja, menganalisis bahwa jam kerja berpengaruh secara signifikan terhadap motivasi kerja, menganalisis bahwa usia berpengaruh secara signifikan terhadap motivasi kerja, menganalisis bahwa lingkungan kerja berpengaruh secara signifikan terhadap motivasi kerja, menganalisis bahwa gaya kepemimpinan berpengaruh secara signifikan terhadap motivasi kerja, untuk menganalisis bahwa upah kerja, jam kerja, usia, lingkungan kerja, dan gaya kepemimpinan berpengaruh positif secara simultan terhadap Motivasi kerja.

Berdasarkan masalah yang dibahas penelitian ini menggunakan jenis penelitian kuantitatif, populasi dalam penelitian ini adalah para pekerja pabrik gula merah didesa Dukuh, yang diambil dengan menggunakan tehnik sampling kuota. Teknik pengumpulan data dalam penelitian ini dengan menggunakan kuisioner, wawancara dan dokumentasi. Instrumen penelitian dibuat berdasarkan indikator-indikator variabel. Pengolahan data pada penelitian ini Menggunakan SPSS 23. Penelitian tersebut mendapatkan hasil sebagai berikut: 1) Berdasarkan hasil uji t parsial dapat diketahui nilai $t_{hitung} > t_{tabel}$ yaitu $3.570 > 1,988861$ maka dapat disimpulkan bahwa variabel upah kerja (X1) berpengaruh terhadap motivasi kerja (Y). (2) Berdasarkan hasil uji t parsial dapat diketahui nilai $t_{hitung} > t_{tabel}$ yaitu $4,906 > 1,988861$ maka dapat disimpulkan bahwa variabel jam kerja (X2) berpengaruh terhadap motivasi kerja (Y). (3) Berdasarkan hasil uji t parsial dapat diketahui nilai $t_{hitung} > t_{tabel}$ yaitu $3.520 > 1,988861$ maka dapat disimpulkan bahwa variabel usia (X3) berpengaruh terhadap motivasi kerja (Y). (4) Berdasarkan hasil uji t parsial dapat diketahui nilai $t_{hitung} > t_{tabel}$ yaitu $4.421 > 1,988861$ maka dapat disimpulkan bahwa variabel lingkungan kerja (X4) berpengaruh terhadap motivasi kerja (Y). (5) Berdasarkan hasil uji t parsial dapat diketahui nilai $t_{hitung} > t_{tabel}$ yaitu $2.514 > 1,988861$ maka dapat disimpulkan bahwa variabel gaya kepemimpinan (X5) berpengaruh terhadap motivasi kerja (Y). (6) Berdasarkan hasil uji f simultan dapat diketahui nilai $f_{hitung} > f_{tabel}$ yaitu $63,924 > 2,31$ sehingga dapat disimpulkan bahwa variabel upah kerja, jam kerja, usia, lingkungan kerja dan gaya kepemimpinan secara simultan atau bersama sama berpengaruh signifikan terhadap motivasi kerja.

Kata Kunci : Upah Kerja, Jam Kerja, Usia, Lingkungan Kerja, Gaya Kepemimpinan, Motivasi Kerja, Pabrik Gula Merah

ABSTRACT

The thesis with the title " The Influence of Wages, Working Hours, Age, Work Environment, and Leadership Style on Work Motivation (Case Study of Brown Sugar Factory Workers in Dukuh Village)" written by Isnati Nabilla with NIM. 12405183139. Sharia Business Management Department. Faculty of Islamic Economics and Business, State Islamic University of Sayyid Ali Rahmatullah Tulungagung. Supervisor Nurul Fitria Ismayanti, M.E.I.,.

This research is motivated by the large number of brown sugar factories in the village of Dukuh, so that many absorb labor in the village of Dukuh itself. Based on this background the researcher wants to conduct research with the aim of analyzing that work wages have a significant effect on work motivation, analyze that working hours have a significant effect on work motivation, analyze that age has a significant effect on work motivation, analyze that work environment has a significant effect on work motivation, analyze that leadership style has a significant effect on work motivation, to analyze that work wages, working hours, age, work environment, and leadership style have a positive effect simultaneously on work motivation.

Based on the problems discussed in this study using quantitative research, the population in this study were the red sugar factory workers in Dukuh village, which were taken using quota sampling techniques. Data collection techniques in this study using questionnaires, interviews and documentation. The research instrument was made based on variable indicators. Data processing in this study used SPSS 23. The research obtained the following results: 1) Based on the results of the partial t test, it can be seen that the value of $t_{count} > t_{table}$ is $3.570 > 1.988861$, so it can be concluded that the wage variable (X1) has an effect on work motivation (Y). (2 Based on the results of the partial t test, it can be seen that the value of $t_{count} > t_{table}$ is $4.906 > 1.988861$, so it can be concluded that the variable working hours (X2) has an effect on work motivation (Y). 3) Based on the results of the partial t test, it can be seen that the value of $t_{count} > t_{table}$ namely $3,520 > 1.988861$, it can be concluded that the age variable (X3) has an effect on work motivation (Y). 4) Based on the results of the partial t test, it can be seen that the value of $t_{count} > t_{table}$ is $4.421 > 1.988861$, it can be concluded that the work environment variable (X4) has an effect on work motivation (Y). 5) Based on the results of the partial t test, it can be seen that the value of $t_{count} > t_{table}$ is $2.514 > 1.988861$, so it can be concluded that the leadership style variable (X5) has an effect on work motivation (Y). 6) Based on the results of the simultaneous f test, it can be seen that the value of $f_{count} > f_{table}$ is $63.924 > 2.31$ so it can be concluded that the variables of wages, working hours, age, work environment and leadership style simultaneously or jointly have a significant effect on work motivation.

Keywords: Wages, Working Hours, Age, Work Environment, Leadership Style, Work Motivation, Brown Sugar Factory