

ABSTRAK

Setia Astuti (1168020261) : Pengaruh Existence Needs, Relatedness Needs, dan Growth Needs Terhadap Produktivitas Kerja (Studi Pada Lembaga Penerbangan dan Antariksa Nasional (LAPAN) Garut Selatan).

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Motivasi (*E.R.G Needs*) terhadap Produktivitas Kerja Karyawan baik secara parsial maupun secara simultan pada karyawan Kantor Lembaga Penerbangan dan Antariksa Nasional (LAPAN) Garut Selatan. Metode penelitian yang digunakan adalah metode penelitian deskriptif dan verifikatif dengan pendekatan kuantitatif. Teknik pengambilan sampel dalam penelitian ini menggunakan nonprobability sample dengan teknik sampel jenuh yakni 100 orang karyawan Kantor Lembaga Penerbangan dan Antariksa Nasional (LAPAN) Garut Selatan. Teknik analisis data yang digunakan yakni Analisis Deskriptif, Uji Validitas, Uji Reliabilitas, Analisis Regresi Linier Berganda, Uji Parsial (Uji-t), Uji Simultan (Uji-F), dan Analisis Koefisien Determinasi.

Hasil uji t secara parsial *Existence Needs* dengan nilai $t_{hitung} > t_{tabel}$ yaitu $2,209 > 1,9847$ dan nilai signifikansi sebesar $0,005 < 0,05$, maka dapat disimpulkan bahwa *Existence Needs* berpengaruh terhadap Produktivitas Kerja. *Relatedness Needs* dengan nilai $t_{hitung} > t_{tabel}$ yaitu $2, > 1,9847$ dan nilai signifikansi sebesar $0,000 < 0,05$, maka dapat disimpulkan bahwa *Relatedness Needs* berpengaruh terhadap Produktivitas Kerja. *Growth Needs* dengan nilai $t_{hitung} > t_{tabel}$ yaitu $2, > 1,9847$ dan nilai signifikansi sebesar $0,000 < 0,05$, maka dapat disimpulkan bahwa *Growth Needs* berpengaruh terhadap Produktivitas Kerja. Hasil uji F secara simultan menunjukkan $F_{hitung} > F_{tabel}$ yaitu $> 3,09$ dan nilai signifikansi $0,000 > 0,05$, maka dapat disimpulkan bahwa *Existence Needs, Relatedness Needs, dan Growth Needs* secara bersama-sama berpengaruh terhadap Produktivitas Kerja. Hasil analisis koefisien determinasi diperoleh R square sebesar 0,299 atau 29,9%. Artinya, *Existence Needs, Relatedness Needs* dan *Growth Needs* mempengaruhi Produktivitas Kerja sebesar 29,9%, sedangkan sisanya 70,1% dijelaskan oleh variabel yang tidak diteliti dalam penelitian ini.

Kata Kunci : Motivasi, *Existence Needs*, *Relatedness Needs*, *Growth Needs*, Produktivitas Kerja

ABSTRACT

Setia Astuti (1168020261): Effect of Existence Needs, Relatedness Needs, and Growth Needs on Work Productivity (Study at the National Aeronautics and Space Institute (LAPAN) South Garut).

The purpose of this study was to determine the effect of Motivation (E.R.G Needs) on Employee Work Productivity, either partially or simultaneously, on employees of the National Aeronautics and Space Agency (LAPAN) at South Garut. The research method used is descriptive and verification methods, with a quantitative approach. The sampling technique used in this study is a non-probability sample with a saturated sample technique for 100 employees of the South Garut National Aeronautics and Space Agency (LAPAN). The data analysis techniques used are Descriptive Analysis, Validity Test, Reliability Test, Multiple Linear Regression Analysis, Partial Test (t-test), Simultaneous Test (F-Test), and Coefficient of Determination Analysis.

The results of the t-test partially Existence Needs with a value of $t_{calculate} > t_{table}$ that is $2.209 > 1.9847$ and a significance value of $0.005 < 0.05$, it can be concluded that Existence Needs affect Work Productivity. Relatedness Needs with a value $t_{calculate} > t_{table}$ that is $2, > 1.9847$ and a significance value of $0.000 < 0.05$, it can be concluded that Relatedness Needs affect Work Productivity. Growth Needs with a value of $t_{calculate} > t_{table}$ that is $2, > 1.9847$ and a significance value of $0.000 < 0.05$, it can be concluded that Growth Needs affect Work Productivity. The results of the F test simultaneously show $F_{calculate} > F_{table}$ that is > 3.09 and a significance value of $0.000 > 0.05$, it can be concluded that Existence Needs, Relatedness Needs, and Growth Needs jointly affect Work Productivity. The results of the analysis of the coefficient of determination obtained an R square of 0.299 or 29.9%. That means Existence Needs, Relatedness Needs, and Growth Needs affect Work Productivity by 29.9%, while the remaining 70.1% is explained by variables not examined in this study.

Keywords: Motivation, Existence Needs, Relatedness Needs, Growth Needs, Work Productivity