

PENGARUH IKLIM ORGANISASI TERHADAP MOTIVASI KERJA PADA KARYAWAN DI HOTEL X YOGYAKARTA

RINGKASAN

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Latar Belakang: Penelitian ini dilatarbelakangi oleh pentingnya motivasi kerja dalam mendukung kinerja karyawan, khususnya pada sektor perhotelan yang kompetitif. Iklim organisasi dipandang sebagai faktor eksternal yang berpengaruh terhadap motivasi kerja.

Tujuan Penelitian: Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi terhadap motivasi kerja pada karyawan Hotel X Yogyakarta. Hipotesis dalam penelitian ini adalah terdapat pengaruh signifikan antara iklim organisasi terhadap motivasi kerja.

Metode Penelitian: Teknik sampling yang digunakan adalah *purposive sampling* dengan kriteria masa kerja minimal tiga bulan, melibatkan 70 karyawan. Skala yang digunakan yaitu iklim organisasi berdasarkan teori Lussier dan motivasi kerja berdasarkan teori McClelland dengan uji reliabilitas yang menunjukkan hasil reliabel. Uji asumsi meliputi uji normalitas dan uji linearitas dikatakan memenuhi standar.

Hasil Penelitian: Uji hipotesis didapatkan nilai signifikansi sebesar 0,005 dengan sumbangan sebesar 11%. Hasil ini menunjukkan bahwa iklim organisasi memiliki pengaruh signifikan terhadap motivasi kerja pada karyawan di Hotel X Yogyakarta.

Kesimpulan: Dengan demikian, iklim organisasi yang positif dapat meningkatkan motivasi kerja karyawan.

Kata kunci: Iklim Organisasi, Motivasi Kerja, Karyawan.

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**THE INFLUENCE OF ORGANIZATIONAL CLIMATE ON EMPLOYEES'
WORK MOTIVATION AT HOTEL X YOGYAKARTA**

ABSTRACT

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Background: *This study is motivated by the importance of work motivation in supporting employee performance, particularly in the competitive hospitality sector. Organizational climate is considered an external factor that influences work motivation.*

Research Objective: *The purpose of this research is to determine the effect of organizational climate on work motivation among employees at Hotel X Yogyakarta. The hypothesis of this study is that there is a significant influence of organizational climate on work motivation.*

Research Method: *The sampling technique used was purposive sampling, with the criterion of a minimum of three months of work tenure, involving 70 employees. The instruments used were the organizational climate scale based on Lussier's theory and the work motivation scale based on McClelland's theory, both of which showed reliable results in the reliability test. Assumption testing, including normality and linearity tests, indicated that the data met the required standards.*

Research Results: *The hypothesis test showed a contribution of 11%. These results indicate that organizational climate has a significant effect on employee work motivation, with 11% of the variance in work motivation explained by organizational climate.*

Conclusion: *Therefore, a positive organizational climate can enhance employee work motivation.*

Keywords: *Organizational Climate, Work Motivation, Employees.*

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