

**ABSTRAK**

**HUBUNGAN MOTIVASI DAN KEPUASAN KERJA DENGAN**

**KARYAWAN HOTEL DANAU TOBA**

**INTERNASIONAL**

**MEDAN**

Motivasi kerja sangat penting bagi karyawan untuk mendorong semangat kerja, meningkatkan kedisiplinan, menurunkan tingkat absensi dan meningkatkan rasa tanggungjawab karyawan terhadap tugas-tugasnya. Motivasi dan kepuasan kerja perlu diperhatikan karena dapat menunjang keberhasilan suatu perusahaan dalam mencapai tujuannya.

Tujuan penelitian ini adalah untuk mengetahui dan mengenalisis hubungan motivasi kepuasan kerja dengan produktivitas karyawan pada Hotel Danau Toba Internasional Medan. Populasi dan sampel dalam penelitian ini adalah karyawan Hotel Danau Toba Internasional Medan bagian Front Office Department dan Sales dan Marketing Department yang berjumlah 57 orang. Data primer dikumpulkan dengan menggunakan kuesioner, dimana sebelum kuesioner disebarkan terlebih dahulu dilakukan uji validitas dan reliabilitas terhadap kuesioner 30 orang karyawan Hotel Danau Toba Internasional Medan bagian Accounting Department diluar sampel penelitian. Data sekunder juga dikumpulkan untuk mendukung analisis dalam penelitian ini. Metode analisis yang digunakan dalam penelitian ini adalah metode analisis deskriptif dan analisis korelasi yaitu dengan analisis korelasi *person product momment*.

Hasil penelitian menunjukkan bahwa motivasi dan kepuasan kerja berhubungan erat dan signifikan dengan produktivitas karyawan Hotel Danau Toba Internasional Medan bagian Front Office Department dan Sales & Marketing Department. Analisis korelasi *person product momment* menunjukkan variabel kepuasan kerja merupakan variabel yang berhubungan lebih erat dengan produktivitas karyawan pada Hotel Danau Toba Internasional Medan bagian Front Office Department dan Sales & Marketing Department.

**Kata Kunci : Motivasi, Kepuasan Kerja, dan Produktivitas Karyawan**

## **ABSRTACT**

### **THE CORELATION OF MOTIVATION AND WORK SATISFACTION FOR EMPLOYEES PRODUCTIVITY AT HOTEL DANAU TOBA INTERNASIONAL MEDAN**

Motivation is very important for employees to encourage morale, improve discipline, reduce absenteeism, and increase the sense of responsibility of the employee to their job. Motivation and work satisfaction need to be considered because it can support the success of a company to achieve its goals.

Purpose this research was to identify and analyze the correlation of motivation and work satisfaction for employees productivity at Hotel Danau Toba Internasional Medan. The populations and samples in this research were employees Hotel Danau Toba Internasional Medan part of Front Office Department and Sales & Marketing Department as much as 57 people. The primary data was collected using a questioner, and before the questioners distributed first tested the validity and reliability for 30 employees of Danau Toba Internasional Medan part of Accounting Department beside the sample of research. Secondary data were also collected to support the analysis of this research. Methods of analysis used in this research is descriptive and correlation analysis with correlation person product moment.

The results showed that motivation and work satisfaction have firmly correlation and significant with employee productivity of Hotel Danau Toba Internasional Medan part of Front Office Department and Sales & Marketing Department. The analysis correlation person product moment indicates that the variable work satisfaction is firmly correlation with productivity of employees at Hotel Danau Toba Internasional Medan part of Front Office Department and Sales & Marketing Department.

**Key words: motivation, Work Satisfaction and Employees Productivity**