

ABSTRAK

Dalam penelitian ini dijelaskan bahwa terdapat 100 responden dari Karyawan PT. Jasa Raharja (Persero) Perwakilan Surabaya, dengan rincian jumlah kuisioner yang dibagikan dan berhasil dikumpulkan sebanyak 100 lembar kuisioner. Dengan berhasil terkumpulnya seluruh kuisioner maka dapat diperoleh hasil yang menyatakan bahwasannya frekuensi jumlah responden terbanyak menurut Jenis Kelamin adalah Wanita dengan prosentase 52 persen. Dari jumlah responden yang sebanyak 100 responden. (1) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel tingkat pendidikan Terhadap motivasi sebesar $0,01 < 0,05$. Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan X1 terhadap Z. (2) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel promosi jabatan (X2) Terhadap motivasi (Z) sebesar $0,00 < 0,05$. Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan X2 terhadap Z. (3) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel tingkat pendidikan (X1) Terhadap Kinerja karyawan (Y) T lebih besar $0,05$. Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan Variabel tingkat pendidikan (X1) terhadap kinerja karyawan (Y). (4) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel promosi jabatan (X2) Terhadap Kinerja karyawan (Y) lebih besar $0,05$. Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan promosi jabatan (X2) Terhadap Kinerja karyawan (Y). (5) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel motivasi (Z) Terhadap Kinerja karyawan (Y) T lebih besar $0,05$. Sehingga dapat disimpulkan bahwa secara langsung terdapat pengaruh signifikan variabel motivasi (Z) Terhadap Kinerja karyawan (Y). (6) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel tingkat pendidikan (X1) Terhadap motivasi (Z) yang berdampak pada Kinerja karyawan (Y) T lebih besar $0,05$. Sehingga dapat disimpulkan bahwa secara tidak langsung terdapat pengaruh signifikan variabel tingkat pendidikan (X1) Terhadap motivasi (Z) yang berdampak pada Kinerja karyawan (Y). (7) Berdasarkan hasil analisis koefisien jalur diatas, tampak bahwa pengaruh variabel promosi jabatan (X2) Terhadap motivasi (Z) yang berdampak pada Kinerja karyawan (Y) T lebih besar $0,05$. Sehingga dapat disimpulkan bahwa secara tidak langsung terdapat pengaruh signifikan variabel promosi jabatan (X2) Terhadap motivasi (Z) yang berdampak pada Kinerja karyawan (Y).

Kata Kunci : Tingkat Pendidikan, Promosi Jabatan, Motivasi, Kinerja

ABSTRACT

In this study explained that there were 100 respondents from PT. Jasa Raharja (Persero) Surabaya Representative, with details of the number of questionnaires distributed and successfully collected as many as 100 sheets of questionnaires. With the successful collection of all questionnaires, results can be obtained stating that the frequency of the highest number of respondents according to Gender is Women with a percentage of 52 percent of the total respondents of 100 respondents. (1) Based on the results of the path coefficient analysis above, it appears that the influence of educational level variables on motivation is $0.01 < 0.05$. So it can be concluded that there is a direct significant effect of X1 on Z. (2) Based on the results of the path coefficient analysis above, it appears that the influence of the promotion variable (X2) on motivation (Z) is $0.00 < 0.05$. So it can be concluded that there is a significant direct effect of X2 on Z. (3) Based on the results of the path coefficient analysis above, it appears that the influence of educational level variables (X1) on employee performance (Y) T is greater than 0.05. So it can be concluded that there is a significant direct effect on education level variable (X1) on employee performance (Y). (4) Based on the results of the path coefficient analysis above, it appears that the influence of the promotion variable (X2) on employee performance (Y) is greater than 0.05. So it can be concluded that there is a significant direct effect on promotion of position (X2) on employee performance (Y). (5) Based on the results of the path coefficient analysis above, it appears that the influence of the motivational variable (Z) on employee performance (Y) T is greater than 0.05. So it can be concluded that there is a significant direct effect of motivation variable (Z) on employee performance (Y). (6) Based on the results of the path coefficient analysis above, it appears that the influence of the education level variable (X1) on motivation (Z) which has an impact on employee performance (Y) T is greater than 0.05. So it can be concluded that indirectly there is a significant influence of educational level variables (X1) on motivation (Z) which have an impact on employee performance (Y). (7) Based on the results of the path coefficient analysis above, it appears that the influence of the promotion variable (X2) on motivation (Z) which has an impact on employee performance (Y) T is greater than 0.05. So it can be concluded that indirectly there is a significant influence on promotion variable (X2) on motivation (Z) which has an impact on employee performance (Y).

Keywords: Education Level, Job Promotion, Motivation, Performance