ABSTRACT

Lewa, Emawaty. 2017. Variables Affecting Employee's Motivation in Food Crop and Horticulture Agency of Gowa Regency. Supervised by Andi Mappatompo and Hj. Ruliaty.

This study aimed to determine the effect of work satisfaction, responsibility, compensation, and work environment toward working motivation and the most dominant variable on employee's working motivation in the Food Crop and Horticulture agency of Gowa regency.

The research was conducted in the Food Crop and Horticulture Agency for three years. Data collection used questionnaires to 63 employees as respondents. Data were analyzed using multiple regression with u = 0,05.

The research findings shown that there was a positive influence between work satisfaction, responsibility and compensation toward working motivation (p <0,05). The working environment provided the opposite effect on the increasing of working motivation (p = 0.178). Work satisfaction was the dominant variable of working motivation (B = 0.488; p <0.001). In general, these four variables simultaneously contributed 70.9% to working motivation. Efforts to maintain and improve work satisfaction, responsibility, compensation, and work environment in order to have conducive in improving motivation in working became obligations between the heads and employees of Food Crop and Horticulture of Gowa Regency.

Keywords: Work Satisfaction, Compensation, Work Environment, Work Motivation, Responsibility

