

ABSTRACT

THE RELATIONSHIP BETWEEN WORK CULTURE AND EMPLOYEE MOTIVATION AT THE DEVELOPMENT PLANNING BOARD OF MALUKU TENGAH REGENCY

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The problem analysed in the study was about the relationship between work culture and employee motivation. Therefore, the objective of study was to understand the relationship between work culture and employee motivation at the development planning board of Maluku Tengah Regency.

The study applied a descriptive quantitative method with a correlation approach. Population of the study were all 46 employees working in the development planning board of Maluku Tengah regency. Using census sampling technique, all population members were selected to participate as respondents in the study.

The results of the study showed that the employees were happy, sincere, responsible, friendly and courteous to perform their jobs. Cooperation among employees was also good and therefore; the employees were able to finish their tasks rightly and in time. However, still a number of employees number of employees reprimanded because they still make mistakes that could hinder the completion of the work. Furthermore, employees discipline was still poor in which some of them still came late and went home earlier. The highly motivated employees were those whose economic and welfare needs were met, good career advancement, and rewarded well. In contrast, poorly motivated employees were those who worked without clear objective, target, and aims. There was a significant relationship between work culture (attitudes, behavior, and discipline) with employee motivation (motive, expectation, needs, and incentive)