

ABSTRAK

Kinerja karyawan merupakan hal yang sangat penting bagi keberhasilan pencapaian tujuan organisasi, terlebih kinerja suatu proses atau hasil kerja yang dihasilkan oleh karyawan melalui beberapa aspek yang harus dimiliki untuk tercapainya suatu tujuan tertentu. Penelitian ini dilaksanakan pada karyawan Rumah Makan Liwet Asep Stroberi dengan sampel sebanyak 93 orang karyawan yang diambil secara *probability sampling* di mana teknik sampel yang digunakan yaitu *random sampling*. Pengaruh kebutuhan penghargaan memperlihatkan kontribusi sebesar 0,198 atau 19,8% terhadap kinerja karyawan pada kategori cukup berarti. Pengaruh kebutuhan sosial memperlihatkan kontribusi sebesar 0,409 atau 40,9% terhadap kinerja karyawan pada kategori cukup berarti. Pengaruh kebutuhan penghargaan dan kebutuhan sosial secara simultan terhadap kinerja karyawan sebesar 41% pada kategori pengaruh tinggi. Berdasarkan analisis Uji t pengaruh kebutuhan penghargaan terhadap kinerja karyawan diperoleh nilai t hitung $> t$ tabel yaitu $4,742 > 1,987$. Artinya bahwa secara parsial kebutuhan penghargaan berpengaruh terhadap kinerja karyawan di Rumah Makan Liwet Asep Stroberi. Berdasarkan hasil analisis Uji t, pengaruh kebutuhan sosial terhadap kinerja karyawan diperoleh nilai t hitung $> t$ tabel yaitu $32,959 > 3,09$. Artinya bahwa secara parsial kebutuhan sosial berpengaruh terhadap kinerja karyawan di Rumah Makan Liwet Asep Stroberi. Berdasarkan hasil analisis Uji F diketahui nilai signifikansi variabel kebutuhan penghargaan dan kebutuhan sosial adalah 0,000. Hal ini berarti nilai F hitung $32,959 > \text{nilai F tabel } 3,09$, maka dapat dijelaskan bahwa kebutuhan penghargaan dan kebutuhan sosial mempunyai pengaruh secara simultan terhadap kinerja karyawan Rumah Makan Liwet Asep Stroberi.

Kata Kunci: Kebutuhan Penghargaan, Kebutuhan Sosial, Kinerja Karyawan,
Rumah Makan Liwet Asep Stroberi.

ABSTRACT

Employee performance is very important for the success of achieving organizational goals, especially the performance of a process or work produced by employees through several aspects that must be possessed to achieve a certain goal. This research was conducted on employees of Liwet Asep Strawberry Restaurant with a sample of 93 employees who were taken by probability sampling where the sample technique used was random sampling. The effect of the need for appreciation shows a contribution of 0.198 or 19.8% to the employee's performance in the quite significant category. The influence of social needs shows a contribution of 0.409 or 40.9% to the employee's performance in the quite significant category. The effect of esteem needs and social needs simultaneously on employee performance is 41% in the high influence category. Based on the t test analysis of the effect of the need for appreciation on employee performance, the value of t count > t table is $4.742 > 1.987$. This means that partially the need for appreciation affects the performance of employees at Liwet Asep Strawberry Restaurant. Based on the results of the t-test analysis, the effect of social needs on employee performance is obtained by the value of t count > t table, which is $32,959 > 3.09$. This means that partially social needs affect the performance of employees at Liwet Asep Strawberry Restaurant. Based on the results of the F test analysis, it is known that the significance value of the esteem needs and social needs variables is 0.000. This means that the calculated F value is $32,959 > \text{the } F \text{ table value is } 3.09$, it can be explained that the need for appreciation and social needs have a simultaneous influence on the performance of the employees of Liwet Asep Strawberry Restaurant.

Keywords: *Appreciation Needs, Social Needs, Employee Performance, Liwet Asep Strawberry Restaurant.*