

## ABSTRAK

Penelitian ini dilakukan bertujuan untuk mengetahui: (1) dampak *Job Enrichment* pada motivasi terhadap kinerja karyawan PT. Kimia Farma, Tbk. Cabang Pekalongan, (2) Hubungan dengan Atasan pada motivasi terhadap kinerja karyawan PT. Kimia Farma, Tbk. Cabang Pekalongan, (3) Motivasi Intrinsik terhadap Kinerja Karyawan, (4) Dampak Job Enrichment dan Hubungan dengan Atasan pada Motivasi Intrinsik terhadap Kinerja Karyawan.

Instrumen pengumpulan data yang digunakan dalam penelitian ini metode kuantitatif yaitu dengankuesioner terstruktur. Kuesioner tersebut diberikan kepada karyawan PT. Kimia Farma, Tbk. Cabang Pekalongan dengan jumlah populasi sebanyak 94 karyawan. Dalam hipotesis pengujian ini menunjukkan bahwa *Job Enrichment*, Hubungan dengan Atasan, dan Motivasi Intrinsik berpengaruh positif terhadap kinerja karyawan, namun Motivasi Intrinsik bukan merupakan pengaruh antara Job Enrichment dan Hubungan dengan Atasan terhadap Kinerja Karyawan.

**Kata Kunci** : Job Enrichment, Hubungan dengan Atasan, Motivasi Intrinsik, Kinerja Karyawan

## ABSTRACT

The aims of this research are to explore : (1) The effects of the job enrichment on motivation toward employers' performance at PT. Kimia Farma, Tbk. Pekalongan Branch, (2) The connection of managers on motivation toward employers' performance at PT. Kimia Farma, Tbk. Pekalongan Branch, (3) Intrinsic motivation toward employers' performance, (4) Effect of job enrichment and the connection of managers on intrinsic motivation toward employers performance.

Data collection instruments used in this quantitative research is structural questionnaire. This questionnaire are given to PT. Kimia Farma, Tbk employees Pekalongan Branch with total population are 94 employees, and intrinsic motivation has positive effect toward employers' performance, but intrinsic motivation has no effect toward job enrichment and connection of managers upon employers' performance.

**Keywords** : Job Enrichment, Connection of Manager, Intrinsic Motivation, Employers' Performance