

Abstract

This study aims to analyze the effect of Adversity Quotient, Self Esteem and Self Efficacy on Work Motivation of employees at PT. Sura Indah Wood Industries. The variables used in this study are Adversity Quotient (X1), Self Esteem (X2), Self Efficacy (X2), and Employee Motivation (Y). The study population was all employees of PT. Sura Indah Wood Industries, amounting to 570 employees, the number of samples of this study were 85 employees, using proportional random sampling techniques, data collection using questionnaires. Hypothesis testing uses t-test and f-test with the help of the SPSS version 24 program. Based on the hypothesis testing it can be concluded that each variable has a significant effect on the Work Motivation of the employees of PT. Sura Indah Wood Industries. Adversity Quotient, Self Esteem, and Self Efficacy have a significant and simultaneous effect on the Work Motivation of the employees of PT. Sura Indah Wood Industries is proven from the f-count of 48,194. With a significant value of $0,000 < 0.05$.

Keywords: Adversity Quotient, Self Esteem, Self Efficacy, Work Motivation

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *Adversity Quotient*, *Self Esteem* dan *Self Efficacy* terhadap Motivasi Kerja karyawan pada PT. Sura Indah Wood Industries. Variabel yang digunakan dalam penelitian ini adalah *Adversity Quotient* (X1), *Self Esteem* (X2), *Self Efficacy* (X2), dan Motivasi Kerja karyawan (Y). Populasi penelitian ini adalah seluruh karyawan PT. Sura Indah Wood Industries yang berjumlah 570 karyawan, jumlah sampel penelitian ini sebanyak 85 karyawan, menggunakan teknik *proportional random sampling*, pengumpulan data menggunakan kuesioner. Pengujian hipotesis menggunakan uji-t dan uji-f dengan bantuan program spss versi 24. Berdasarkan pengujian hipotesis dapat disimpulkan bahwa masing-masing variabel berpengaruh signifikan terhadap Motivasi Kerja karyawan PT. Sura Indah Wood Industries. *Adversity Quotient*, *Self Esteem*, dan *Self Efficacy* berpengaruh signifikan dan simultan terhadap Motivasi Kerja karyawan PT. Sura Indah Wood Industries terbukti dari f-hitung sebesar 48,194. Dengan nilai signifikan $0,000 < 0,05$.

Kata kunci : *Adversity Quotient*, *Self Esteem*, *Self Efficacy*, Motivasi Kerja