

**HUBUNGAN ANTARA MOTIVASI SPIRITUAL, MOTIVASI MATERIAL,  
DISPLIN KERJA, DAN PENGHARGAAN TERHADAP KINERJA KARYAWAN:  
Studi Kasus pada Perusahaan-perusahaan di Wilayah Kedu**

**THE CORRELATION OF SPIRITUAL MOTIVATION, MATERIAL MOTIVATION,  
WORKING DISCIPLINE, AND REWARD WITH PERFORMANCE OF WORKERS:  
Case Study at Company in Kedu Region**

*Muhammad Al Amin*

---

Universitas Muhammadiyah Purwokerto  
Jl Raya Dukuh Waluh, PO BOX 202, Purwokerto  
Telp. (0281) 636751, 634429 Fax. (0281) 637239

**ABSTRAK**

This research aims at finding empirical evidences whether there is correlation, direct or indirect, of spiritual motivation, material motivation, working discipline, and reward with performance of workers. The subjects of the research are workers of different businesses in the region of Kedu. The sample consists of 162 subjects selected based on random-sampling technique. The data-collecting method is questionnaire and the data-analyzing technique is statistics using Chi Square. The research employs the seven indicators of goodness of fit to examine the compatibility of the criteria, dimension of factors, and causal relation between factors. The result of the research indicates that material motivation is positively correlated with reward and discipline but it is not significantly correlated with performance. Spiritual motivation has significant negative correlation with discipline. Discipline is positively correlated with performance, while reward is not significantly correlated with performance.

Kata kunci: *kinerja karyawan, motivasi spiritual, motivation material, penghargaan, dan disiplin kerja*

**PENDAHULUAN**

Karyawan adalah aset perusahaan dan merupakan faktor produksi yang diakui pada setiap sistem ekonomi. Walaupun demikian, faktor produksi dalam Islam