

ABSTRACT

Work motivation is one thing which its existence is considered important for supporting the person's work. According to the motivation theory, individual motivation is divided into several levels of needs, namely individuals strive to meet the needs on every level. The purpose of this study was to determine differences in the preferences of each individual (the employee in the Ministry of Justice and Human Rights in Central Java Province) upon factors that motivate their work based on the characteristics of gender and education level.

This study uses 6 factors of motivation that are compensation, work environment, reward, opportunity for developing themselves, the freedom to socialize and warrant for future career. The sample in this study were employees of the Ministry of Justice and Human Rights in Central Java Province, which consisted of 129 people. Spearman Correlation Test, Test of Non-Parametric Mann Whitney and Kruskal Wallis and Duncan Test were used to analyze the results of the study.

The study found that there is a strong motivation among the employees which owned by male and female employees. From the 6 factors of motivation, male and female employees in general have similar preference of their motivating factors to work in agencies, which motivational factors of compensation in general to be the first order. The difference lies in the assessment of factors and the opportunity to develop self-respect. Based on educational level, all levels are also appointed that a compensation motivation factor was the first ranked. But there are differences preference on the opportunity to self-develop motivation factor, i.e. employees with educational level D3 and S1 has the highest preference.

Keywords: motivation, preference, gender, education