

## ABSTRAK

### MOTIVASI KERJA KARYAWAN PADA LEMBAGA AMIL ZAKAT DI YOGYAKARTA

(Studi Komparatif Lembaga Amil Zakat, Infaq Dan Shadaqah Pimpinan Wilayah  
Nahdlatul Ulama Dan Muhammadiyah)

Tujuan penelitian ini untuk mengetahui faktor-faktor, perbedaan, kelebihan dan kekurangan motivasi karyawan bekerja di Lazis PWNU dan PWM DIY. Desain penelitian ini adalah kualitatif deskriptif dengan menggunakan wawancara semi terstruktur. Sampel yang digunakan adalah purposive sampling dengan kriteria lama bekerja karyawan lebih dari 2 (dua) tahun. Hasil penelitian menunjukkan faktor yang mempengaruhi karyawan bekerja terdiri dari aspek fisiologis, *instinc and innate biological determinant for behavior*, serta personaliti psikis. Lazis PWNU unggul dalam aspek *instinc and innate biological determinant for behavior*, sedangkan Lazis PWM unggul dalam aspek fisiologis dan personaliti psikis. Karyawan di kedua lembaga telah memiliki motivasi dalam bekerja, sehingga diharapkan dapat mempertahankan motivasi tersebut agar tetap bertahan dengan profesinya.

Kata Kunci: Motivasi kerja, Lazis PWNU, Lazis PWM

## *ABSTRACT*

### *“MOTIVATION OF EMPLOYEE WORK AT THE AMIL ZAKAT INSTITUTION IN YOGYAKARTA”*

*(Comparative Study LAZIS PWNu and PWM DIY)*

*The purpose of this research was to discover factors, differences, strengths and weaknesses of employees' motivation working at Lazis PWNu and PWM DIY. The method of this research was descriptive qualitative using semi-structured interview. The research sample employed purposive sampling that the employees should work more than two years. The research findings showed that factors influencing the motivation were aspects of physiology, instinct, and innate biological determinant for behavior, and psychological personality. Lazis PWNu was excellent at aspects of instinct, and innate biological determinant for behavior, while Lazis PWM was excellent at aspects of psychology and personality. Employees of both Organizations have motivation in work. Thus, they are expected to maintain their motivation in order to stay in their profession.*

*Keywords: Motivation of work, Lazis PWNu, Lazis PWM*