

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh usia dan pelatihan terhadap motivasi dan implikasinya terhadap kinerja *Older Worker*. Variabel eksogen yang diteliti dalam penelitian ini adalah variabel usia dan pelatihan dengan variabel intervening motivasi, Sedangkan kinerja menjadi variabel endogen. Dalam penelitian ini, pengumpulan data dilakukan melalui metode survei. Kuesioner disebar kepada karyawan yang berusia ≥ 50 tahun di The Sultan Hotel Jakarta, Sampel yang diambil menggunakan metode sensus. Dari hasil pengolahan data didapatkan variabel USIA tidak berpengaruh terhadap MOTIVASI, variabel PELATIHAN tidak berpengaruh terhadap MOTIVASI, variabel USIA berpengaruh positif terhadap KINERJA, variabel PELATIHAN berpengaruh positif terhadap KINERJA dan variabel MOTIVASI berkorelasi negatif terhadap KINERJA *Older Worker*. Kesimpulan dari penelitian ini adalah perusahaan perlu memperhatikan *Adult Learning Theory* dalam pelatihan dan mengatur kembali sumber daya, kepemimpinan, penghargaan, struktur dan desain pekerjaan.

Kata kunci: usia, pelatihan, motivasi, kinerja, *older worker*, *adult learning theory*



ABSTRACT

The purpose of this study is to analyze the effect of training and age on motivation and its impact on Older Worker's performance. The exogenous variable were age and training, with motivation as an intervening variable. While the performance is an endogenous variable. Primary data were collected by using questionnaire with census sampling; total 122 samples were obtained from the staff of The Sultan Hotel Jakarta with age ≥ 50 years. From the results of the data processing, the AGE variable has not affected to the MOTIVATION, TRAINING has no influence to the MOTIVATION, MOTIVATION has negative correlation to PERFORMANCE, AGE has direct influence to PERFORMANCE and TRAINING has direct influence to PERFORMANCE. The conclusion of this study, Company has to give more attention regarding to Adult Learning Theory in training program and has to re-manage resources, leadership, rewards, structure and job design.

Keywords: age, training, motivation, performance, older worker, adult learning theory

