

## **Abstrak**

Penelitian ini dilatarbelakangi oleh pentingnya komunikasi interpersonal dalam membentuk motivasi kerja volunteer pada organisasi sosial. Interaksi yang terjadi antara pengurus dan volunteer maupun antarvolunteer tidak hanya menjadi sarana pertukaran informasi, tetapi juga proses pembentukan makna yang memengaruhi sikap, semangat, dan komitmen individu dalam menjalankan perannya.

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh komunikasi interpersonal terhadap motivasi kerja volunteer pada Yayasan M-Foundation. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah seluruh volunteer aktif Yayasan M-Foundation, dengan teknik penentuan sampel menggunakan rumus Slovin. Pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert, sedangkan analisis data menggunakan regresi linear sederhana.

Hasil penelitian menunjukkan bahwa komunikasi interpersonal berpengaruh positif dan signifikan terhadap motivasi kerja volunteer, dengan nilai signifikansi 0,001 ( $<0,05$ ).

Komunikasi interpersonal memberikan kontribusi sebesar 58,2% terhadap motivasi kerja, sedangkan sisanya dipengaruhi oleh variabel lain.

**Kata Kunci:** Komunikasi Interpersonal, Motivasi Kerja, Volunteer, Interaksi Simbolik, Yayasan M-Foundation

### ***Abstract***

*This study is motivated by the importance of interpersonal communication in shaping volunteers' work motivation within social organizations. Interactions occurring between management and volunteers, as well as among volunteers, serve not only as a means of information exchange but also as a process of meaning construction that influences individuals' attitudes, enthusiasm, and commitment in performing their roles.*

*The purpose of this study is to examine and analyze the effect of interpersonal communication on volunteers' work motivation at the M-Foundation. This research employs a quantitative approach using a survey method. The population consists of all active volunteers of the M-Foundation, with the sample determined using the Slovin formula. Data were collected through questionnaires using a Likert scale, while data analysis was conducted using simple linear regression.*

*The results indicate that interpersonal communication has a positive and significant effect on volunteers' work motivation. This is evidenced by the t-test result, where the t-value (4.415) is greater than the t-table value (1.680), with a significance value of 0.001 (<0.05).*

*Furthermore, the coefficient of determination shows that interpersonal communication contributes 58.2% to volunteers' work motivation, while the remaining 41.8% is influenced by other variables not examined in this study.*

*Keywords: Interpersonal Communication, Work Motivation, Volunteers, Symbolic Interactionism, M-Foundation*