

Analisis model stres kerja pegawai pada UPT pemasyarakatan dan UPT Keimigrasian di Lingkungan Kanwil Departemen Hukum dan Hak Asasi Manusia DKI Jakarta / Analysis on work distress model of employees at the technical implementation ?? Unit and Immigration technical Implementation unit, Department of law and Human right, DKI Jakarta office

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Abstrak

The aim of this research is to determine the relation between organizational climate, source of occupational distress (role conflict, role ambiguity, work load) with the distress outcome such as work distress strain, work satisfaction and the urge to quit the organization.

Existing theories show that organizational climate is a form of occupational distress source. The outcome that emerged as human interaction and source of occupational distress is work satisfaction/dissatisfaction, the urge to quite the organization and work distress strain. In order to examine a distress model, organization characteristic variable such as organizational climate can be related to the outcome: strain, work satisfaction and quitting urge, and mediator variable of occupational distress source (role conflict and ambiguity as well as work load).

Seven questioners are used as tools of data collector, which are verified its validity already with corrected item total correlation method and reliability test using Alpha Cronbach statistic technique. SEM or track analysis is used to test the relation and model with LISREL program serial 8.3, and to test the different work distress strain, one track ANOVA statistic technique.

The research result shows that there is a significant relation between organizational climates to work distress strain, between organizational climates to the urge to quit. Variable of occupational stress source also can be explained in this research. This variable proved to be mediating relation in work distress strain and the quitting urge but not as mediating variable between organizational climates to work satisfaction as bigger direct influence come from organizational climate variable.

Theoretical model posed in this research can be accepted. Further more by looking at the correlation between all research's variables can produce alternative model which can be accepted. Analysis result of difference of work distress strain shows that employees at unit have higher work distress strain compare to those at immigration unit.