

Komponen dan perbandingan kepuasan kerja antara karyawan muslim dan non muslim (studi kasus: PT Jas Engineering) = Component and comparison of job satisfaction between Moslem and Non-Moslem employees (case study PT JAS Engineering)

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Abstrak

PT JAS Engineering merupakan perusahaan perawatan pesawat udara joint venture antara Indonesia dan Singapura. Perusahaan menghadapi masalah banyaknya pengunduran diri dan keluhan karyawan sebagai indikasi rendahnya tingkat kepuasan kerja karyawan. Penelitian ini mencoba mengidentifikasi komponen kepuasan kerja karyawan Muslim dan Non Muslim serta mencari perbedaan tingkat kepuasankerja antara karyawan muslim dan non muslim.

Data penelitian ini dikumpulkan dengan metode survey dengan pembagian kuesioner. Kuesioner tersebut terdiri atas 50 pertanyaan. Model penelitian diuji validitasnya dengan analisis faktor menggunakan statistik Kaizer Meyer Olkin Measures of Sampling Adequacy (KMO MSA) dan reliabilitasnya dengan alpha cronbach. Tehnik analisis yang akan digunakan adalah teknik analisis deskriptif dan analisis inferensi. Untuk mencari perbedaan tingkat kepuasan kerja karyawan muslim dan non muslim digunakan teknik One Way ANOVA.

Berdasarkan penelitian ternyata Suasana Kerja dan Supervisi merupakan komponen kepuasan kerja untuk karyawan muslim., sedangkan Rewards dan Supervisi merupakan komponen untuk karyawan non muslim dan tingkat kepuasan kerja karyawan Muslim lebih tinggi dibandingkan dengan karyawan non Muslim.

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PT JAS Engineering is an aircraft maintenance organization as well as a joint venture company between Indonesia and Singapore. The main purposes of this research are to identify the components of job satisfaction for moslem and non moslem employees as well as to reveal the difference in job satisfaction level between moslem and non moslem employees.

Data for this research were collected through survey. The questioners contain 50 questions. The research model was tested for its validity using factors analysis with Kaizer Meyer Olkin Measures of Sampling Adequacy (KMO MSA) and its reliability using Alpha Cronbach. In this study, inference and descriptive analysis techniques were used. To define the difference in the level of job satisfaction between moslem and non moslem employees, One Way ANOVA is used.

The result of the study reveals that Working Condition and Supervision are the components of Moslem employee?s job satisfaction whilst Rewards and Supervision are the components for Non Moslem employees. The level of job satisfaction for Moslem employees is higher compared to those of Non Moslem.