

Studi penjajakan tentang belief yang mendasari hubungan kepuasan dan unjuk kerja pada pekerja usia 25-30 tahun = An exploratory study about beliefs that based the relations of job satisfaction and performance in 25-30 years old workers)

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Abstrak

Selama ini, hubungan kepuasan kerja dan unjuk kerja dijelaskan dengan kepuasan kerja menimbulkan unjuk kerja yaitu belief pertama. Namun, bila ditelaah kembali dalam beberapa literatur seperti yang disebut oleh Robbins(2003) hubungan tersebut dapat dijelaskan dengan unjuk kerja yang baik membuat seseorang merasa puas yaitu belief kedua. Penjelasan Robbins tidaklah sepopuler belief pertama. Penelitian ini bermaksud untuk menjajaki kemungkinan adanya kebenaran dalam penjelasan Robbins. Sampel penelitian ini adalah kelompok pekerja usia 25-30 tahun. Pengumpulan data dilakukan terhadap 45 responden yang sesuai dengan karakteristik yang ditentukan peneliti. Karakteristik tersebut adalah berusia 25-30 tahun, berpendidikan minimal D3, dan telah bekerja di perusahaan tersebut minimal satu tahun. Alat ukur yang digunakan oleh peneliti adalah kuesioner kepuasan kerja, kuesioner untuk identifikasi belief dan kuesioner unjuk kerja. Penelitian ini menyimpulkan bahwa dalam penelitian ini hubungan kepuasan kerja dan unjuk kerja hanya dapat dijelaskan dengan belief pertama, tidak ada perbedaan korelasi signifikan dalam hubungan kepuasan kerja dan unjuk kerja antara responden dengan belief pertama dan belief kedua, serta pengukuran kepuasan kerja dengan faset diragukan memiliki hubungan dengan unjuk kerja.

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Up till now, the relations between job satisfaction and performance were explained with job satisfaction caused performance; in this research it is called the first belief. But, if we take a look once again in a few literature such as by Robbins (2003) the relations can be explained with a good performance caused someone to feel satisfied, in this research it is called the second belief. Robbins`s explanations are not as popular as the traditional belief. The purpose of this research is to explore the possibilities that the second belief could be true of exist. The samples in this research are the 25-30 years old workers. The data were taken from 45 respondents that are suitable according to the characteristics that the researcher has determined before. The characteristics are ages 25-30 years old, minimum a diploma holder, and have worked in the company for minimum 1 year. The instruments used in this research are the job satisfaction questionnaire, the belief identification questionnaire and the performance appraisal questionnaire. This research concluded that in this research the relations between job satisfaction and performance can only be explained by the first belief, there is no significant difference in the relations between job satisfaction and performance between the first belief and the second belief, and the last conclusion of this research is that the job satisfaction measurement by facets is doubtful have a relation with performance.