

Job Satisfaction Among Managers of PT. Cahaya Sakti Multi Intraco (CASMI)

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Abstrak

This study discuss about job satisfaction of managerial employee of PT. Cahaya Sakti Multi Intraco (CASMI). The reason is the current condition at CASMI shows high tumover of managerial level employee, low performance of managerial employee, and high absence level of managerial employee, that are related to job satisfaction. Author also gets Information ffrom the books, joumai, and internet, which discuss about job satisfaction, the phenomena related to job satisfaction and how to measure job satisfaction. Job satisfaction has relationship to tumover, absence level, and performance, so if the company can measure and increase job satisfaction level, it can be increase the productivity.

Job satisfaction is strategic issue in company related to their human resources as one of the important asset. Because of job satisfaction level related to productivity, so the company always try to increase the job satisfaction level of their employee. If the company can increase job satisfaction level, the employee will have spirit to do the job. One concept that famous to study about job satisfaction in job descriptive index, it consist of five facet of job satisfaction, that are work itself (job), pay, supervision, promotion, working relations (co-workers). Beside those five facets, it can be combined with job in general to get information about satisfaction in general.

The conciusion from this study is five facets of job descriptive index significantly influence job satisfaction in general. For managers CASMI, job dimension and supervision dimension influence significantly to job satisfaction in general, that's about 58,4 %. From this study, the author want to give information to top management about job satisfaction level of managers of CASMI, and what factors that influence job satisfaction of them, is there any difference in job satisfaction related to gender, age, education, working period, and status of managers in CASMI, so the company can do the right way to increase job satisfaction in the future to increase the productivity of company.