

Mencegah penurunan perceived organizational support dan kepuasan kerja melalui program information sharing di PT. X = Preventing the degradation of perceived organizational support and job satisfaction through an information sharing program at Company X

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Abstrak

Tesis ini terfokus pada usaha untuk mencegah penurunan perceived organizational support dan kepuasan kerja melalui program Information Sharing di PT. X. Peneliti pun melakukan wawancara kepada karyawan PT. X, dimana karyawan mengeluhkan kurangnya meratanya pemberian kegiatan pengembangan khususnya pelatihan, dimana hal tersebut dapat dipersepsikan sebagai ketidakadilan organisasi dalam melakukan pemerataan kegiatan pengembangan. Adanya persepsi ketidakadilan perlu diminimalisir, salah satu upaya yang dapat dilakukan dengan melakukan program information sharing.

Peneliti melihat hubungan antara perceived organizational support dengan kepuasan kerja. Dari hasil analisis terhadap 37 karyawan di PT. X, ditemukan terdapat hubungan yang signifikan antara perceived organizational support dengan kepuasan kerja. Ditemukan koefisien korelasi sebesar 0,662 dan nilai signifikansi 0,000 ($p < 0,001$). Dari hasil penelitian juga ditemukan terdapat 8 karyawan yang memiliki perceived organizational support yang rendah dan 14 karyawan yang merasakan ketidakpuasan terhadap organisasi. Oleh karena itu, peneliti memutuskan untuk melakukan upaya pencegahan dengan merancang program intervensi information sharing. Program information sharing dilakukan oleh atasan kepada bawahan.

Sosialisasi program dilakukan kepada pihak HRD, pihak HR pun memberikan tanggapan atas program yang peneliti ajukan. Pada dasarnya pihak HR PT. X mendukung adanya program tersebut, dimana dengan adanya program tersebut maka terdapat wadah penyampaian informasi kepada karyawan di organisasi.

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This thesis focuses on efforts to prevent the degradation of perceived organizational support and job satisfaction through information sharing program in company X. Researcher conducted interviews to Company X employees, where employees complain on the disparity of development program especially training, which can be perceived as organization unfairness. Thus, injustice perceptions from employees need to minimize through information sharing program.

Researcher observes the correlation between perceived organizational support and job satisfaction. Analysis from 37 employees in company X has resulted that there is a significant relationship between perceived organizational support and job satisfaction with the coefficient of correlation is 0.662 and the score of signification 0.000 ($p < 0,01$). The research also found that there are 8 workers that have low perceived organizational support and 14 workers that dissatisfied with their company. Therefore, researcher decided to design an information sharing intervention program. Information sharing program will be conducted from superior to subordinate.

Human resource in company X gave a feedback after the researcher carried out a socialization on information sharing program. They basically support the program, since the existence of the program provides a forum to deliver information to employees within the organization.