

Analisa motivasi karyawan dalam mengikuti konsep shushinkoyo pada perusahaan Jepang di Indonesia (studi kasus pada tiga perusahaan Jepang di Indonesia) = The analysis of employee motivation on following the concept of Shushinkoyo in Japanese Companies in Indonesia (case studies in Three Japanese companies in Indonesia)

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## Abstrak

Penelitian ini berfokus pada motivasi pekerja dalam mengikuti konsep shushinkoyo yang diterapkan di perusahaan Jepang di Indonesia. Konsep shushinkoyo (kerja seumur hidup) merupakan salah satu dan tiga pilar yang menopang pertumbuhan perekonomian Jepang yang sempat terpuruk pasca Perang Dunia II disamping nenko joretsu (pengupahan berdasarkan senioritas) dan serikat pekerja perusahaan kemunculan konsep shushinkoyo dipicu oleh kestabilan ekonomi yang dimiliki oleh Jepang pada masa bubble economy, yang membuat para pekerja mereka.

Metode yang digunakan dalam penelitian ini adalah metode analisa berdasarkan kuisioner yang disebarluaskan pada tiga perusahaan Jepang yang ada di Indonesia.

Hasil analisa kuisioner yang telah diolah sedemikian rupa menyimpulkan bahwa loyalitas menjadi motivasi sebagian besar pekerja di perusahaan Jepang di Indonesia dalam mengikuti konsep shushinkoyo disamping rasa tanggung jawab terhadap perusahaan dan jenjang karir.....The study focused on the motivation of employees on following the concept of shushinkoyo which applied in Japanese companies in Indonesia. The concept of shushinkoyo (lifetime employment) is one of the three pillars supporting the growth of the Japanese economy since the post-World War II in addition to nenkojoretsu (wages based on seniority) and company unions. Shushinkoyo triggered by the emergence of the concept of economic stability which is owned by the Japanese during the bubble economy, which makes employees feel secure and comfortable with their work and life.

The method used in this study is an analysis method based on a questionnaire which was distributed into three Japanese companies in Indonesia.

The results of the analysis concluded that, I believed, loyalty become their main reason to following the concept of shushinkoyo apart from a sense of responsibility towards the company and career.