

## Hubungan antara followership dan kepuasan kerja pada buruh = The relationship between followership and job satisfaction in factory workers

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### Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara followership dan kepuasan kerja pada buruh. Pengukuran followership menggunakan kuesioner followership yang telah dimodifikasi (Kelley, 1992) dan pengukuran kepuasan kerja menggunakan alat ukur Minnesota Satisfaction Questionnaire versi pendek (Weiss, Dawis, England, dan Lofquist, 1967). Partisipan berjumlah 95 buruh pabrik di PT.X. Hasil penelitian menunjukkan hubungan positif yang signifikan antara followership dan kepuasan kerja ( $r = 0.431$ ;  $p = 0.000$ , signifikan pada L.o.S 0.01).

Artinya, semakin tinggi followership, maka semakin tinggi kepuasan kerja. Selain itu, gambaran followership buruh rata-rata tergolong dalam tingkat sedang, begitu juga dengan kepuasan kerja yang tergolong puas. Berdasarkan hasil tersebut, followership pada buruh perlu ditingkatkan lagi terutama dimensi active engagement yang paling besar hubungannya dengan kepuasan kerja, dengan cara melibatkan buruh pada tugas-tugas untuk mencapai tujuan dan hasil bersama.

.....This research was conducted to find the correlation between followership and job satisfaction in factory workers. Followership was measured using a modification instrument of followership questionnaire (Kelley, 1992) and job satisfaction was measured using a short form of Minnesota Satisfaction Questionnaire (Weiss, Dawis, England, and Lofquist, 1967). The participant of this research are 95 workers in PT.X. The main results of this research show that followership positively correlated significantly with job satisfaction ( $r = 0.431$ ;  $p = 0.000$ , significant at L.o.S 0.01).

The implication of this study is, the higher followership leads to higher their job satisfaction. Furthermore, followership and job satisfaction in factory workers showing a mid result. Based on these results, employee needs to improved on followership, primarily in active engagement dimension which has the bigger correlation with job satisfaction, by involving workers in the tasks to achieve a shared goal or outcome.