

Perbedaan kontrak psikologis transaksional, relasional, dan persepsi pelanggaran kontrak psikologis antara karyawan permanen dan kontrak = Differences of transactional psychological contract relational, and psychological contract breach between permanent and temporary employees

Catur Aji Pamungkas, author

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Abstrak

Penelitian ini dilakukan untuk mengetahui perbedaan kontrak psikologis transaksional, kontrak psikologis relasional, dan pelanggaran kontrak psikologis antara karyawan pemanen dan kontrak. Pengukuran kontrak psikologis transaksional dan kontrak psikologis relasional menggunakan alat ukur Psychological Contract Inventori (Rousseau, 2000) dan pengukuran persepsi pelanggaran kontrak psikologi menggunakan alat ukur Psychological Contract Breach Global Scale (Robinson & Morrison, 2000). Partisipan berjumlah 183 orang karyawan dari sebuah perusahaan transportasi dan logistik. Hasil penelitian ini menunjukkan bahwa tidak ada perbedaan yang signifikan pada kontrak psikologis transaksional, kontrak psikologis relasional dan persepsi pelanggaran kontrak psikologis antara karyawan permanen dan kontrak.

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This research aims to discover the differences of transactional psychological contract, relational psychological contract, and psychological contract breach between permanent and temporary employees. Transactional psychological contract and relational psychological contract was measured using Psychological Contract Inventory (Rousseau, 2000) and psychological contract breach was measured using Psychological Contract Breach (Global Scale) (Robinson & Morrison, 2000). Participants are 183 employees from transportation and logistic company. The main result of this research shows that there is no difference in transactional psychological contract, relational psychological contract, and psychological contract breach between permanent and temporary employees.