

# Pengaruh psychological empowerment terhadap motivasi karyawan disabilitas di PT Indosiar Visual Mandiri dengan kepuasan kerja sebagai variabel antara = Effect of psychological empowerment toward disability employee motivation at PT Indosiar Visual Mandiri with job satisfaction as an intermediate variable / Amelia Utami

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## Abstrak

[Penelitian ini bertujuan untuk menganalisis apakah terdapat pengaruh antara psychological empowerment terhadap motivasi karyawan disabilitas. Serta apakah variabel kepuasan kerja menjadi variabel moderator antara psychological empowerment dan motivasi karyawan disabilitas di PT. Indosiar Visual Mandiri. Penelitian ini menggunakan pendekatan kuantitatif. Pengambilan sampel dalam penelitian ini dilakukan dengan sensus, menggunakan total sampling dengan jumlah 30 orang karyawan penyandang disabilitas. Instrumen penelitian ini menggunakan kuesioner dan dianalisis menggunakan linier regression dan moderated regression analysis. Perusahaan merasa ikut bertanggungjawab mempekerjakan para penyandang disabilitas dan ini menjadi bagian dari program CSR (corporate social responsibility) karena perusahaan percaya bahwa setiap orang berhak mendapatkan kesempatan yang sama. Secara umum kebijakan ini berkaitan dengan upaya meningkatkan reputasi perusahaan. Humanity sebagai salah satu misi dari perusahaan juga menggambarkan adanya kepedulian terhadap lingkungan sekitar yang menunjang pemberdayaan masyarakat terhadap masalah kesejahteraan sosial khususnya bagi para penyandang disabilitas. Selain itu perusahaan juga mendapatkan insentif pajak dari pemerintah karena telah konsisten mempekerjakan penyandang disabilitas. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh antara psychological empowerment terhadap motivasi kerja karyawan disabilitas. Serta variabel kepuasan kerja menjadi variabel moderator antara psychological empowerment dan motivasi karyawan disabilitas di PT. Indosiar Visual Mandiri; This study aimed to analyze whether there is influence between psychological empowerment of the disabled employee motivation. And whether the variable job satisfaction be a moderator variable between psychological empowerment and motivation of employees disability in PT. Indosiar Visual Mandiri. This study uses a quantitative approach. The samples in this study conducted by the census, using sampling with a total number of 30 employees with disabilities. The instrument of this study using a questionnaire and analyzed using linear regression and moderated regression analysis. The company felt partly responsible employ persons with disabilities, and it became part of CSR (corporate social responsibility) because the company believes that everyone deserves the same opportunity. In general, these policies related to efforts to improve the reputation of the company. Humanity as one of the missions of the companies also describe their concern for the environment that support the empowerment of communities to social welfare issues, especially for persons with disabilities. In addition the company also received tax incentives from the government because it has been consistently employ persons with disabilities. The results showed that there is influence between psychological empowerment on

employee motivation disabilities. As well as job satisfaction variables become moderator variable between psychological empowerment and motivation of employees disability in PT. Indosiar Visual Mandiri., This study aimed to analyze whether there is influence between psychological empowerment of the disabled employee motivation. And whether the variable job satisfaction be a moderator variable between psychological empowerment and motivation of employees disability in PT. Indosiar Visual Mandiri. This study uses a quantitative approach. The samples in this study conducted by the census, using sampling with a total number of 30 employees with disabilities. The instrument of this study using a questionnaire and analyzed using linear regression and moderated regression analysis. The company felt partly responsible employ persons with disabilities, and it became part of CSR (corporate social responsibility) because the company believes that everyone deserves the same opportunity. In general, these policies related to efforts to improve the reputation of the company. Humanity as one of the missions of the companies also describe their concern for the environment that support the empowerment of communities to social welfare issues, especially for persons with disabilities. In addition the company also received tax incentives from the government because it has been consistently employ persons with disabilities. The results showed that there is influence between psychological empowerment on employee motivation disabilities. As well as job satisfaction variables become moderator variable between psychological empowerment and motivation of employees disability in PT. Indosiar Visual Mandiri]