

Pengaruh job insecurity dan employee empowerment terhadap job satisfaction dalam meningkatkan employee performance pada karyawan service contract United Nations Development Programme (UNDP) Indonesia di Jakarta = The effect of job insecurity and employee empowerment on the job satisfaction in improving the employee performance on the service contract employee at United Nations Development Programme (UNDP) Indonesia in Jakarta

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Abstrak

ABSTRAK

Tesis ini membahas pengaruh job insecurity dan employee empowerment terhadap job satisfaction dalam meningkatkan employee performance pada karyawan Service Contract United Nations Development Programme (UNDP) Indonesia di Jakarta. Penelitian ini adalah penelitian kuantitatif dan juga didukung dengan data kualitatif untuk menunjang hasil temuan, serta bersifat eksplanatif. Hasil penelitian membuktikan job insecurity berpengaruh negatif terhadap job satisfaction, employee empowerment berpengaruh positif terhadap job satisfaction, dan job satisfaction berpengaruh positif terhadap employee performance. Maka disarankan agar manajemen UNDP Indonesia, mencermati faktor-faktor internal dan organisasional sebelum membuat kebijakan tentang status karyawan Service Contract dengan memperpanjang masa kontrak menjadi lebih dari satu tahun, memberi pemberdayaan dengan cara peningkatan pendelegasian tugas secara maksimal dalam batas kompetensi dan keterampilannya, serta menyediakan anggaran untuk pendidikan dan pelatihan yang relevan dengan tugas dan tanggungjawab dalam pekerjaan. Karena job satisfaction karyawan dalam suatu perusahaan atau organisasi menjadi kunci di dalam meraih employee performance yang baik

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ABSTRACT

This thesis discusses the effects of job insecurity and empowerment employee against employee job satisfaction in improving the performance of the Service Contract Employee in United Nations Development Programme (UNDP) Indonesia in Jakarta. This research is also supported by quantitative and qualitative data to support the findings, and also explanative. The research shows that job insecurity has a negative effect on job satisfaction, employee empowerment has positive effect on job satisfaction, and job satisfaction has a positive effect on employee performance. It is suggested that the management of UNDP Indonesia, should look more closely at the internal factors and the organizational policy on the status of employees with extend the contract period to be more than one year, giving empowerment by increasing the delegation of tasks to the fullest within the limits of their competence and skills, and provide the budget and engage employees in the planned education and training which relevant to the duties and responsibilities in the work. Job satisfaction of employees within a company or organization is key in achieving a good employee performance