

Peningkatan keadilan organisasi dan kepuasan kerja pada guru sekolah alam x melalui intervensi workshop perumusan penilaian kinerja = Enhancement of organizational justice and job satisfaction on teachers at sekolah alam x through formulating performance appraisal workshop intervention / Bakasenjaya Ramadhona

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Abstrak

ABSTRAK

Peningkatan Keadilan Organisasi Dan Kepuasan Kerja Pada Guru Sekolah Alam X Melalui Intervensi Workshop Perumusan Penilaian Kinerja
Pembimbing : Dr. Alice Salendu, MBA., M.Psi. Penelitian ini bertujuan untuk menelaah hubungan faktor keadilan organisasi dan kepuasan kerja pada guru Sekolah Alam X. Penelitian dilakukan terhadap 30 guru Sekolah Alam X dengan melakukan adaptasi terhadap alat ukur Keadilan Organisasi Moorman, 1991 dan alat ukur Kepuasan Kerja Spector, 1997 . Hasil analisis menunjukkan ada hubungan yang signifikan antara keadilan organisasi dengan kepuasan kerja pada guru Sekolah Alam X. Merujuk pada hasil tersebut, maka diusulkan intervensi rancangan program workshop Perumusan Sistem Penilaian Kinerja. Diharapkan dengan melakukan penilaian kerja yang lebih terukur, berkala dan objektif serta melakukan pembenahan terhadap sistem reward dapat meningkatkan keadilan organisasi dan kepuasan kerja pada para guru Sekolah Alam X
Kata kunci:Kepuasan kerja, keadilan organisasi, penilaian kinerja, workshop.

ABSTRACT

Enhancement Of Organizational Justice And Job Satisfaction On Teachers at Sekolah Alam X Through Formulating Performance Appraisal Workshop Intervention
Counsellor Dr. Alice Salendu, MBA., M.Psi. The objective of this research is to analyze the organizational justice and job satisfaction on 30 teachers of Sekolah Alam X by adapting the measurement tool of Organizational Justice Moorman, 1991 and Job Satisfaction Spector, 1997 . The analysis result shows that there is significant correlation between organizational justice and job satisfaction towards teachers of Sekolah Alam X. Referring to the result, the recommendation is to hold intervention of Formulation Performance Assessment System Workshop. The expectation is by conducting performance appraisal which are measured, periodically and objective as well as improving reward system will able to increase organizational justice and job satisfaction on teachers of Sekolah Alam X
Key word Job satisfaction, organizational justice, workshop, performance appraisal