

Pengaruh Gaya Humor terhadap Stres, Kepuasan terhadap Rekan Kerja, Kerjasama Tim, dan Komitmen Organisasi = The Impact of Humor Styles on Stress, Satisfaction with Coworkers, Team Cooperation, and Organizational Commitment

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Abstrak

Manusia sebagai makhluk sosial yang ada dalam suatu organisasi akan selalu berinteraksi satu sama lain dan menjaga hubungan kelompok sosialnya dengan cara apapun, termasuk melalui humor atau lelucon. Setiap individu memiliki gaya humor yang berbeda dalam berinteraksi. Gaya humor tersebut terdiri dari affiliative humor, self-enhancing humor, aggressive humor, dan self-defeating humor. Masing-masing gaya humor yang digunakan oleh seorang individu mempunyai pengaruh berbeda terhadap hasil organisasi, beberapa diantaranya yaitu stres, kepuasan terhadap rekan kerja, kerjasama tim, dan komitmen organisasi. Penelitian kuantitatif ini bertujuan untuk menganalisis pengaruh gaya humor terhadap stres, kepuasan dengan rekan kerja, kerjasama tim, dan komitmen organisasi. Sebanyak 277 responden yang bekerja secara tim di Wilayah DKI Jakarta dengan minimal masa kerja 1 tahun terlibat di dalam penelitian ini. Data yang telah diperoleh diolah menggunakan metode Multiple Linier Regression dengan software SPSS 23. Hasil penelitian menunjukkan bahwa terdapat jenis humor yang berpengaruh terhadap hasil organisasi. Affiliative humor memiliki pengaruh positif secara signifikan terhadap kepuasan terhadap rekan kerja, kerjasama tim, dan komitmen organisasi. Self-enhancing humor memiliki pengaruh positif secara signifikan terhadap komitmen organisasi. Self-defeating humor memiliki pengaruh positif secara signifikan terhadap stres dan pengaruh negatif secara signifikan terhadap kerjasama tim. Kemudian aggressive humor tidak memiliki pengaruh terhadap hasil organisasi.

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Humans as social beings in an organization will always interact with each other and maintain social group relations in any way, including through humor or jokes. Each individual has a different style of humor in interacting. The humor styles consist of affiliative humor, self-enhancing humor, aggressive humor, and self-defeating humor. Each humor style used by an individual and has different influences on organizational outcomes, which are stress, satisfaction with coworkers, team cooperation, and organizational commitment. This quantitative research aims to analyze the impact of humor styles on stress, satisfaction with coworkers, team cooperation, and organizational commitment. A total of 277 respondents who worked in teamwork in the DKI Jakarta Region with a minimum working period of 1 year were involved in this study. The data that has been obtained is processed using the Multiple Linear Regression method with SPSS 23 software. The results of the study indicate that there is a type of humor that impacts organizational outcomes. Affiliative humor has a significant positive effect on satisfaction with colleagues, teamwork, and organizational commitment. Self-enhancing humor has a significant positive effect on organizational commitment. Self-defeating humor has a significant positive effect on stress and a significant negative effect on team cooperation. Then aggressive humor has no impact on organizational outcomes.