

Kepuasan kerja pustakawan di 18 perpustakaan khusus instansi pemerintah di DKI Jakarta

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Abstrak

INTISARI

Penelitian ini bertujuan untuk menyelidiki perbedaan kepuasan kerja antara pustakawan pengolahan, pustakawan pelayanan dan pustakawan struktural di perpustakaan khusus instansi pemerintah di wilayah DKI Jakarta.

Penelitian ini mengukur kepuasan pustakawan terhadap enam belas aspek kerja, yaitu: variasi pekerjaan, penggunaan kemampuan, pentingnya pekerjaan, layanan sosial, status sosial, prestasi, otonomi, gaji, promosi, peningkatan diri, pengakuan, keamanan, pengawasan, wewenang dan tanggung jawab, kondisi kerja dan rekan kerja.

Penelitian ini juga menyelidiki tingkat pentingnya tiap aspek kerja tersebut, bagi pustakawan di perpustakaan khusus instansi pemerintah di wilayah DKI Jakarta.

Hipotesis dalam penelitian ini adalah: (1) tidak ada perbedaan kepuasan kerja secara keseluruhan antara pustakawan pengolahan, pustakawan pelayanan dan pustakawan struktural; (2) tidak ada perbedaan kepuasan kerja secara keseluruhan di antara pustakawan yang berbeda masa kerjanya; (3) tidak ada perbedaan kepuasan kerja secara keseluruhan di antara pustakawan yang berbeda tingkat pendidikannya.

Populasi penelitian ini terdiri dari 120 orang pustakawan dari 18 perpustakaan khusus instansi pemerintah di wilayah DKI Jakarta. Data diperoleh dengan menggunakan kuesioner yang merupakan modifikasi dari Minnesota Satisfaction Questionnaire (IMSO). Data yang dikumpulkan dari lembar kuesioner diolah dengan program komputer GraphPAD InStat versi 1.10. Perbedaan kepuasan kerja pada ketiga hipotesis dianalisa menggunakan ANAVA (Analisa Ragam Satu Arah Analysis of variance of one-way classification). Sedangkan terhadap data yang ditemukan berbeda secara nyata dengan ANAVA, dilakukan uji statistik lanjutan dengan metoda Bonferroni.

Kesimpulan dari hasil penelitian adalah: (1) Tidak ada perbedaan kepuasan kerja yang nyata di antara pustakawan yang berbeda jenis pekerjaannya, masa kerjanya, dan tingkat pendidikannya dalam hal kepuasan kerja secara keseluruhan. (2) Pustakawan berpendidikan sarjana nyata lebih puas terhadap aspek penggunaan kemampuan, gaji, dan pengawasan. (3) Aspek penggunaan kemampuan nyata lebih penting bagi pustakawan struktural daripada pustakawan pengolahan. (4) Pustakawan dalam penelitian ini merasa puas sampai sangat puas terhadap aspek layanan sosial dan pentingnya pekerjaannya; merasa tidak puas sampai agak puas terhadap gajinya. (5) Pustakawan dalam penelitian ini menganggap bahwa kebutuhan fisiologis, keamanan, dan sosial relatif lebih penting daripada pengakuan, prestasi dan kesempatan promosi.

ABSTRACT

The purpose of this study is to investigate the differences of job satisfaction between technical services librarians, public services librarians and management librarians, in government special libraries in DKI Jakarta.

This study measures a librarian's satisfaction on sixteen aspects of the job, i.e. variety, ability utilization, task significance, social service, social status, achievement, autonomy, salary, promotion, advancement, recognition, security, supervision, authority/responsibility, working conditions, and co-workers.

This study also investigates the importance of each aspect of the job to librarians in government special libraries in DKI Jakarta.

It is hypothesized that there are: (1) no significant differences in overall job satisfaction between technical services librarians, public services librarians and management librarians; (2) no significant differences in overall job satisfaction among librarians with different time in current job; (3) no significant differences in overall job satisfaction among librarians with different education.

The population in the study consisted of 120 librarians from 18 government special libraries in DKI Jakarta. The data were obtained by using a modified Minnesota Satisfaction Questionnaire (MSQ). Data gathered from questionnaire sheets were analyzed using GraphPAD InStat version 1.10 computer's program. An Analysis of variance of one-way classification (ANOVA) was employed to analyze job satisfaction differences in the three hypotheses. A Bonferroni test was used to further analyze data which have significant differences.

The study concludes that there are: (1) No significant differences of satisfaction about overall job satisfaction among librarians with different kind of job, time served in current job, and education. (2) Librarians with graduate education show significantly higher satisfaction with ability utilization, salary, and supervision. (3) Ability utilization aspect is significantly more importance for management librarians than for technical services librarians. (4). Satisfaction among librarians in this study vary from "satisfied" to "very satisfied" with regard to aspect of social services, and task significance; "dissatisfied" to "little satisfied" with regard to their salary. (5) Librarians in this study thought that physiological, security, and social need, are relatively more important than recognition, achievement, or promotion opportunities.