

ABSTRAK

HUBUNGAN KEPUASAN KERJA DENGAN KINERJA KARYAWAN PT PRIMISSIMA DI MEDARI SLEMAN YOGYAKARTA

Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja dengan kinerja karyawan PT Primissima di Medari Sleman Yogyakarta. Hipotesis yang diajukan adalah ada hubungan kepuasan kerja dengan kinerja karyawan PT Primissima di Medari Sleman Yogyakarta. Subjek penelitian berjumlah 60 orang memiliki ciri-ciri berstatus karyawan tetap dan karyawan kontrak, masa kerja minimal 1 tahun, tingkat pendidikan minimal SMP untuk karyawan lapangan. Cara pengambilan sampel dengan metode *Purposive Sampling*. Pengumpulan data penelitian menggunakan alat ukur berupa skala kepuasan kerja dan skala kinerja. Skala kepuasan kerja meliputi finansial, sosial, fisik, dan psikologis. Sedangkan skala kinerja meliputi keterampilan kerja, kedisiplinan, tanggungjawab, kerjasama, dan kreatifitas. Metode analisis data menggunakan teknik korelasi *Product Moment Pearson*. Hasil analisis data diperoleh koefisien korelasi sebesar 0,905 ($p < 0,01$). Koefisien regresi kepuasan kerja paling tinggi sebesar 26,20% pada aspek psikologis. Hasil penelitian menunjukkan ada hubungan yang sangat signifikan antara kepuasan kerja dengan kinerja karyawan PT Primissima di Jalan Magelang Km.14 Medari Sleman Yogyakarta, dengan demikian hipotesis penelitian yang diajukan diterima.

Kata Kunci : Kepuasan Kerja, Kinerja, Karyawan PT Primissima

ABSTRACT

THE RELATIONSHIP OF JOB SATISFACTION AND PERFORMANCE EMPLOYEES PT PRIMISSIMA IN MEDARI SLEMAN YOGYAKARTA

This study aims to determine the relationship of job satisfaction with the performance of employees of PT Primissima in Medari Sleman Yogyakarta. The hypothesis is relationship of job satisfaction with the performance of employees of PT Primissima in Medari Sleman Yogyakarta. Subjects numbered 60 people have characteristics of the status of permanent employees and contract employees, minimum term of one year, minimum education level of junior high school for field employees. Method of sampling with purposive sampling method. Research data collection using a measuring instrument such as job satisfaction scale and scale performance. The scale of job satisfaction include financial, social, physical, and psychological. While the scale of the performance include work skills, discipline, responsibility, cooperation, and creativity. Methods of data analysis using Pearson Product Moment correlation techniques. Results of data analysis obtained correlation coefficient of 0.905 ($p < 0.01$). The regression coefficient of the highest job satisfaction of 26.20% on the psychological aspect. The results showed there was a significant relationship between job satisfaction and performance of employees of PT Primissima Road Magelang Km.14 Medari Sleman Yogyakarta, thus the proposed research hypothesis is accepted.

Keywords : Job Satisfaction, Performance, Employee PT Primissima