

# **PENGARUH PENERAPAN STANDAR KOMPETENSITERHADAP KEPUASAN KERJA KARYAWAN DEPARTEMEN *OPERATION* PADA PEMBANGKIT LISTRIK TENAGA UAP PT. X**

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## **ABSTRAK**

*Penelitian ini bertujuan untuk mengetahui pengaruh penerapan standar kompetensi terhadap kepuasan kerja karyawan pada departemen operational PLTU di perusahaan X. Hipotesis yang diajukan adalah terdapat perbedaan tingkat skor kepuasan kerja karyawan perusahaan X antara sebelum dan sesudah diberikan penerapan standar kompetensi, dimana skor kepuasan kerja lebih tinggi dibandingkan dengan sebelum diberi penerapan standar kompetensi. Subjek pada penelitian ini adalah karyawan departemen operational berjumlah 30 orang yang dibagi menjadi kelompok eksperimen dan kelompok kontrol. Manipulasi yang diberikan adalah penerapan standar kompetensi. Metode pengumpulan data menggunakan skala kepuasan kerja. Hasil analisis Independent Samples Test menunjukkan bahwa adanya selisih skor pretest dan posttest yaitu  $p = 0,000$  ( $p < 0,050$ ) artinya terdapat peningkatan kepuasan kerja karyawan departemen operational perusahaan X yang signifikan sebelum dan setelah diberikan penerapan standar kompetensi. Kepuasan kerja karyawan pada kelompok yang diberi penerapan standar kompetensi lebih tinggi dengan mean 119,60 dibandingkan dengan kepuasan kerja karyawan yang tidak diberi penerapan standar kompetensi dengan mean 97,80. Hal ini membuktikan bahwa hipotesis yang diajukan dalam penelitian ini diterima.*

**Kata Kunci:** *Penerapan Standar Kompetensi, Kepuasan Kerja*

# **THE EFFECT OF APPLICATION OF COMPETENCE STANDARDS ON JOB SATISFACTION OF OPERATION DEPARTMENT EMPLOYEE IN ELECTRIC STEAM POWER PLANT PT. X**

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## **ABSTRACT**

This study aims to determine the effect of the application of competency standards on employee job satisfaction in the Operation Department of the Electric Steam Power Plant in company X. The hypothesis is that there are differences in the level of job satisfaction scores of company X employees before and after the application of competency standards, where job satisfaction scores are higher than before being given the application of competency standards. The subjects in this study were 30 Operation Department employees who were divided into experimental and control groups. Manipulation provided is the application of competency standards. The data collection method uses a job satisfaction scale. The results of the Independent Samples Test analysis show that the difference in the pretest and posttest scores is  $p=0,000$  ( $p < 0.050$ ) meaning that there is a significant increase in job satisfaction of the company's Operation Department X employees before and after the application of competency standards given. Employee job satisfaction in groups given the application of competency standards is higher with a *mean* of 119.60 compared to employee job satisfaction who are not given the application of competency standards with a *mean* of 97.80. This proves that the hypothesis proposed in this study was accepted.

**Keywords:** Application of Competency Standards, Job Satisfaction.