ABSTRACT

Influences Of Individual Characteristics, Motivation And Organizational Climate Upon The Work Satisfaction And Performance Of The Village Chiefs At The Era Of Regional Autonomy At Sidoarjo Regency

This study is intended to test and analyze the Influences of Individual Characteristics, Motivation and Organizational Climate upon the Work Satisfaction and Work Performance of the Village Chiefs. The samples of this research are Chiefs of the Villages and Chiefs of the BPD (Village Consultative Boards).

There are five constructs being analyzed, namely: Individual characteristics, Motivation, Organizational Climate, Work Satisfaction and the Work Performance. The analytical outputs indicate that 4 (four) out of the 7 (seven) hypotheses are accepted, whereas the other 3 (three) are rejected. Based on AMOS calculation: Individual Characteristics ($X_1$) has no significant nor positive influence upon the work satisfaction ($Z_1$), Motivation ($X_2$) has a positive and significant influence upon the work satisfaction ($Z_1$), The Organizational Climate ($X_3$) has a positive and significant influence upon the work satisfaction ($Z_1$), Individual Characteristics ($X_1$) has no significant nor positive influence upon the work performance ($Y_1$), Motivation ($X_2$) has no positive nor significant influence upon the work performance ($Y_1$), The Organizational Climate ($X_3$) has a positive and significant influence upon the work performance ($Y_1$), and The Work Satisfaction ($Z_1$) has positive and significant influence upon the Work Performance ($Y_1$). From the overall required criteria for goodness of fit to evaluate the good models, there are 4 (four) criteria meeting such requirements and still good enough to support the feasibility of a model. Thus, the model is acceptable since the hypothetical models are supported by the empirical data.

Outputs of this study, through the aforesaid 7 (seven) tested models, have indicated that the variable of work satisfaction constitutes the important predictors in applying the variables of motivation and organizational climate to improve the work performance of the Village chiefs in Sidoarjo regency during the era of Regional Autonomy.

Keywords: Individual Characteristics, Motivation, Organizational Climate, Work Satisfaction, Work Performance.