

## ABSTRAK

Anggrita Nila M.S, S.Psi., 111041064, Perbedaan Kepuasan Kerja dan Komitmen Organisasi Karyawan *Outsourcing* PT Semen Indonesia (Persero) Tbk. Ditinjau dari Status Kontrak Karyawan, *Tesis*, Fakultas Psikologi Universitas Airlangga Surabaya, 2014.

xvii +126, 6 lampiran

*Penelitian ini bertujuan untuk mengetahui apakah terdapat perbedaan kepuasan kerja dan komitmen organisasi karyawan outsourcing PT Semen Indonesia (Persero) Tbk. ditinjau dari Status Kontrak Karyawan. Adapun teori yang digunakan untuk mengukur Kepuasan Kerja dalam penelitian ini mengadaptasi dari JJS (Job Satisfaction Survey) milik Spector (1997) yang terdiri dari 36 item dan terbagi dalam 9 aspek, yaitu: Gaji Promosi, Supervisi, Tunjangan, Imbalan, Operating Condition, Rekan Kerja, Sifat Pekerjaan dan Communication. Sedangkan untuk skala Komitmen organisasi mengadaptasi alat ukur milik Allen Mayer yang terdiri dari 18 item dan terbentuk dari 3 komponen komitmen yaitu: Komitmen Afektif, Komitmen Berkesinambungan, Komitmen Normatif.*

*Penelitian ini menggunakan metode kuantitatif dengan melakukan uji komparatif, kepada 111 karyawan yang memiliki karakteristik karyawan outsourcing PT Semen Indonesia (Persero) Tbk., baik yang berstatus PKWTT ataupun PKWT. Analisis data dilakukan dengan menggunakan Independen Sample T-Test dengan bantuan SPSS 17.0 for windows.*

*Dari hasil analisis komparatif diperoleh hasil probabilitas kepuasan kerja sebesar 0,018 yang berarti  $<0,05$  dan probabilitas sebesar 0,000 untuk skala komitmen organisasi. Dari hasil penelitian ini dapat disimpulkan bahwa terdapat perbedaan kepuasan kerja dan komitmen organisasi karyawan outsourcing ditinjau dari status karyawan.*

**Kata Kunci :** *Komitmen Organisasi, Kepuasan Kerja, Karyawan Outsourcing*  
Daftar Pustaka : 56 (1980-2013).

## ABSTRACT

Anggrita Nila M.S, S.Psi., 111041064, Differences between Job Satisfaction and Organizational Commitment of Outsourcing Employee of PT Semen Indonesia (Persero) Tbk. in terms of Employee Contract Status, Thesis, Faculty of Psychology, Airlangga University, Surabaya, 2014.

xvii + 126, 6 appendix

*This research determines whether there are differences between job satisfaction and organizational commitment of outsourcing employee of PT Semen Indonesia (Persero) Tbk. in terms of Employee Contract Status. The theory used to measure Job Satisfaction in this study was adapted from JJS (Job Satisfaction Survey) belongs to Spector (1997) which consists of 36 items and it's divided into 9 aspects, specifically: Salary Promotion, Supervision, Allowances, Bonuses, Operating Condition, Colleagues, Nature of Work, and Communication. Whereas for the Organizational Commitment was adapted Allen Mayer's measuring instrument which consists of 18 items and is made up of 3 components of commitment, that is Affective Commitment, Sustainable Commitment, Normative Commitment.*

*This research uses quantitative methods by doing comparative test to 111 employees who have outsourced characteristics of PT Semen Indonesia (Persero) Tbk. both the PKWTI status either PKWT. Data analysis was performed using the Independent Sample T-Test with SPSS 17.0 for Windows.*

*Through the results of the comparative analysis, this, obtained a result of job satisfaction probability of 0.018 which means  $<0.05$  and a probability of 0.000 for organizational commitment scale. From these results, it can be concluded that there are differences between job satisfaction and organizational commitment of outsourcing employee in terms of employee status.*

**Key words:** Job Stressor, Job Satisfaction, Outsourcing Employee Reference, 56 (1980-2013).