

ABSTRAK

Rr. Miezkya Nur Komala Hasan, 110710210, Perbedaan Keterikatan Karyawan berdasarkan Tipe Kontrak Psikologis di PT. Indonesia Comnets Plus, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2011.
xx + 94 halaman, 6 lampiran.

Penelitian ini bertujuan untuk mengetahui ada atau tidaknya perbedaan keterikatan karyawan berdasarkan tipe kontrak psikologis di PT. Indonesia Comnets Plus (PT.ICON+). Penelitian ini dilakukan untuk menyelesaikan permasalahan pengelolaan keterikatan karyawan. Kontrak psikologis adalah keyakinan individu akan kewajiban bersama antara seseorang dengan pihak lain, seperti organisasi atau perusahaan. Keyakinan ini dilihat dari persepsi bahwa pertukaran perjanjian mengenai harapan yang telah dibuat antara individu dan organisasi. Terdapat empat tipe kontrak psikologis yaitu relational contract, balance contract, transactional contract dan transitional contract. Sedangkan keterikatan karyawan adalah pemanfaatan diri anggota dari organisasi untuk peran pekerjaannya dengan cara bekerja dan mengekspresikan dirinya secara fisik, kognitif dan emosional selama ia bekerja.

Penelitian ini dilakukan pada karyawan PT. Indonesia Comnets Plus (PT.ICON+), dengan jumlah sampel sebanyak 120 responden. Alat pengumpul data yang digunakan berupa kuesioner Psychological Contract Inventory (PCI) diadaptasi dari skala yang disusun oleh Denise M. Rousseau. PCI ini yang terdiri dari 4 skala yaitu employee obligations, employer obligations, psychological contract transitions dan psychological contract fulfillment. PCI ini memiliki nilai reliabilitas di atas 0,6. Sedangkan kuesioner keterikatan karyawan diadaptasi dari skala yang disusun oleh Douglas R. May, Richard L Gibson dan Lynn M Harter, terdiri dari 13 item dengan nilai reliabilitas 0,628. Validitas dalam penelitian ini menggunakan validitas isi. Metode analisis data yang digunakan adalah teknik statistik uji perbedaan Kruskal-Wallis dengan bantuan SPSS 16 for windows.

Berdasarkan hasil analisis data penelitian, diperoleh taraf signifikansi sebesar 0,279 maka disimpulkan bahwa tidak ada perbedaan keterikatan karyawan berdasarkan tipe kontrak psikologis di PT. Indonesia Comnets Plus.

Kata Kunci: kontrak psikologis, keterikatan karyawan.
Daftar Pustaka, 43 (1986-2011)

ABSTRACT

Rr. Miezky Nur Komala Hasan, 110710210, The Differences of Employee Engagement Based on Psychological Contract Type in PT. Indonesia Comnets Plus, *Undergraduate Thesis*, Faculty of Psychology, Airlangga University Surabaya, 2011
xx + 94 page, 6 appendix.

The purpose of this research is to find the differences of Employee Engagement based on Psychological contract Type in PT. Indonesia Comnets Plus (PT. ICON+). This research conducted to solving the problem about managing employee engagement. Psychological contract is individual belief about mutual obligation between each party, such as organization or company. It seems by perception of reciprocal agreement that have been made between the employee and the employer. There is four type of Psychological Contract : relational contract, balance contract, transactional contract and transitional contract. While employee engagement is the harnessing of organizational members' selves to their job role which showed by how they work and express themselves physically, cognitively and emotionally during role performance.

This research has been done to employee of PT. Indonesia Comnets Plus (PT. ICON+) with a total sample of 120 respondents. The tools for data collection used the Psychological Contract Inventory (PCI) which adapted from a scale developed by Denise M. Rousseau. This PCI consists of 4 scales which are employee obligations, employer obligations, psychological contract transitions and psychological contract fulfillment. It has a reliability value above 0,6. While employee engagement scale adapted from a scale developed by Douglas R. May, Richard L Gibson and Lynn M Harter which consist of 13 items with reliability value of 0,628. Validity in this research is using content validity. Data analysis method used in this research is statistical techniques, Kruskal-Wallis difference analysis, with SPSS 16 for Windows in assistance.

Based on the result of research data analysis, the significance degree amount is 0,279. It can be concluded that there is no differences of employee engagement based on psychological contract type in PT. Indonesia Comnets Plus (PT. ICON+)

Keywords: *psychological contract, employee engagement.*
References, 43 (1986-2011)