

ABSTRAK

Lola Imawati, 111011190, Hubungan antara *Subjective Well-Being* dan Semangat Kerja pada Pegawai Negeri Sipil Tingkat Kecamatan di Surabaya, Skripsi, Fakultas Psikologi Universitas Airlangga, 2015, xviii+86 halaman, 64 lampiran

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara variabel subjective well-being terhadap variabel semangat kerja pada Pegawai Negeri Sipil Tingkat Kecamatan di Surabaya. Penelitian ini didasari karena adanya permasalahan yang berkaitan dengan kepuasan hidup sehingga mengganggu pekerjaan dan menyebabkan pegawai mendapat sanksi. Kemudian, permasalahan tersebut mempengaruhi semangat kerjanya. Penulis mengindikasikan terdapat permasalahan pada subjective well-being sehingga mempengaruhi semangat kerja para pegawai.

Penelitian ini menggunakan teori dan alat ukur yang dikembangkan oleh Diener (1984) untuk mengukur variabel subjective well being yang terdiri dari Positive Affect Negative Affect Scale (PANAS) dan Satisfaction with Life Scale (SWLS). Pada semangat kerja, penulis menggunakan teori dan alat ukur yang dikembangkan oleh Hardy (2009). Alat ukur berupa kuisisioner likert yang dibagikan kepada 215 subyek yaitu Pegawai Negeri Sipil di kecamatan-kecamatan Surabaya. Reliabilitas SWLS adalah 0,693, PANAS menghasilkan nilai alpha cronbach 0,860 dan semangat kerja memiliki nilai alpha cronbach 0,805. Teknik analisis statistik non-parametrik menggunakan spearman's rho.

Hasil penelitian menunjukkan bahwa terhadap hubungan positif antara subjective well-being terhadap semangat kerja pada Pegawai Negeri Sipil Tingkat Kecamatan di Surabaya. Hal tersebut dapat diartikan bahwa semakin tinggi subjective well-being, maka akan semakin tinggi pula semangat kerjanya.

Kata kunci: *subjective well-being*, semangat kerja, *morale*, pegawai negeri sipil, tingkat kecamatan di Surabaya

Daftar Pustaka, 45 (1973-2014)

ABSTRACT

Lola Imawati, 111011190, Relationship between *Subjective Well-Being* and *Morale of Government Employee Sub-district Level in Surabaya*, Thesis, Faculty of psychology Airlangga University, 2015, xviii+86 pages, 64 index

This research intend to learn about the relationship between Subjective Well-Being and Morale of Government Employee Sub-districts Level in Surabaya. This study based on the problem of government employee which have any problem with their fulfilment of life satisfaction causes distrub their job until make them get any punishment. Then, it takes effect to their job morale. The author indicate if there is a problem of subjective well-being which affect to the employee's morale.

Theory and measuring instrument for Subjective well-being is developed by Diener (1984) with Positive Affect Negative Affect Scale (PANAS) and Satisfaction with Life Scale (SWLS). Hardy (2009) theory and measuring instrument was used in this research for morale. Collecting data with likert scale was distributed to 215 government employee sub-districts level in Surabaya. The reliability of measuring instrument for SWLS is 0,693, PANAS shows the cronbach's alpha score is 0,860 and morale is 0,805. The technic for statistic analyze used non-parametric by spearman's rho.

The result showed a positive relation between subjective well-being and Morale of Government Employee Sub-districts Level in Surabaya. It means, when the subjective well being is higher, the morale will also get higher.

Keywords: subjective well-being, morale, government employee, sub-districts employee, sub-district level in Surabaya.

References, 45 (1973-2014)