

ABSTRAK

Kamelia Widyati, 111011139, Hubungan antara *Perceived Organizational Support* dan Pekerjaan yang Bermakna dengan Kinerja Guru Sekolah Dasar yang Telah Menerima Sertifikasi, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2014.

xix + 78 halaman, 9 lampiran

Penelitian ini bertujuan untuk mengetahui ada atau tidaknya hubungan antara perceived organizational support dan pekerjaan yang bermakna dengan kinerja guru sekolah dasar yang telah menerima sertifikasi. Kinerja adalah keseluruhan perilaku dan aktivitas yang penting bagi pencapaian tujuan organisasi (Campbell, 1990). Perceived organizational support adalah keyakinan yang dimiliki karyawan mengenai bagaimana organisasi menghargai kontribusi karyawan dan memperhatikan kesejahteraan mereka (Eisenberger dkk, 1986). Sedangkan pekerjaan yang bermakna adalah pengalaman kerja yang secara subjektif dianggap bermakna bagi individu (Steger dkk, 2012).

Penelitian ini dilakukan pada guru sekolah dasar di Kecamatan Sawahan, Surabaya dengan jumlah sampel sebanyak 67 responden. Alat pengumpul data yang digunakan berupa skala kinerja guru (25 item valid), skala perceived organizational support (8 item valid) yang disusun oleh Eisenberger dkk (1986) dan skala pekerjaan bermakna (10 item valid) yang disusun oleh Steger dkk (2012). Reliabilitas skala kinerja guru (r) adalah 0,843, reliabilitas skala perceived organizational support (r) adalah 0,786, dan reliabilitas skala pekerjaan yang bermakna (r) adalah 0,822. Analisis data yang digunakan dalam penelitian ini adalah statistik non parametrik dengan teknik uji korelasi Spearman's rho dengan bantuan SPSS 16.0 for Windows.

Berdasarkan hasil analisis data penelitian yang menggunakan taraf signifikansi sebesar 0,10, diperoleh dua kesimpulan, yaitu: (1) Adanya hubungan antara perceived organizational support dengan kinerja guru sekolah dasar yang telah menerima sertifikasi, yang ditunjukkan dengan koefisien korelasi sebesar 0,229 dengan taraf signifikansi 0,062; (2) Tidak adanya hubungan antara pekerjaan yang bermakna dengan kinerja guru sekolah dasar yang telah menerima sertifikasi, yang ditunjukkan dengan koefisien korelasi sebesar 0,042 dengan taraf signifikansi sebesar 0,734.

Kata Kunci: *performance, perceived organizational support, meaningful work, teacher*

Daftar Pustaka, 40 (1976-2014).

ABSTRACT

Kamelia Widyati, 111011139, the Relationship between Perceived Organizational Support and Meaningful Work to Certified Elementary School's Teacher's Performance, *Undergraduate Thesis*, Faculty of Psychology, Airlangga University Surabaya, 2014.
xix + 78 pages, 9 appendix

This research aims to find whether there is a correlation between perceived organizational support and meaningful work to certified elementary school's teacher's performance. Performance is defined as the total population of behaviors and activities that are judged to be important for accomplishing the goals of the organization (Campbell, 1990). Perceived organizational support is a global belief that is formed by employees concerning the extent to which the organization values their contributions and cares about their well-being (Eisenberger dkk, 1986). While meaningful work is a subjective experience that what one is doing has personal significance (Steger dkk, 2012).

This research has been done to certified elementary school's teacher in Sawahan subdistrict, with a total sample of 67 respondents. The tools for data collection used for this research are questionnaires, in the form of teacher's performance scale (25 valid items), perceived organizational support scale (8 valid items) made by Eisenberger dkk (1986) and meaningful work scale (10 valid items) made by Steger dkk (2012). The value of teacher's performance scale reliability (r) is 0,843, the value of perceived organizational support scale reliability (r) is 0,786, and the value of meaningful work scale reliability is 0,822. Data analysis method used in this research is non parametric statistic with correlation test technique of Spearman's Rho, with SPSS 16.0 for Windows in assistance.

Based on the result of research data analysis with 0,10 in the value of significance level, there are two conclusions gained: (1) There is a correlation between perceived organizational support to certified elementary school's teacher's performance, that is shown by 0,229 in the value of correlation coefficient between those two variables with the significant degree is 0,062; (2) There is no correlation between meaningful work to certified elementary school's teacher's performance, that is shown by 0,042 in the value of correlation coefficient between those two variables with the significant degree is 0,734.

Keyword: *performance, perceived organizational support, meaningful work, teacher*

Bibliography, 40 (1976-2014)