

## ABSTRAK

Ulina Christina Natalia Gultom, 110610016, Hubungan antara Persepsi Terhadap Budaya Organisasi dengan Kepuasan Kerja di PT Rekayasa Industri, *Skripsi*, Fakultas Psikologi Universitas Airlangga Surabaya, 2011.  
xviii + 107 halaman, 8 lampiran.

*Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara persepsi terhadap budaya organisasi dengan kepuasan kerja di PT Rekayasa Industri. Penelitian dilakukan pada karyawan PT Rekayasa Industri, Jakarta dengan jumlah subjek penelitian sebanyak 170 orang. Penelitian ini bersifat kuantitatif. Alat pengumpul data berupa kuesioner persepsi terhadap budaya organisasi yang terdiri dari 26 butir dan disusun oleh penulis dan kuesioner MSQ yang terdiri dari 20 butir yang diadaptasi dari Weiss, Dawis, England, dan Lofquist.*

*Validitas alat ukur yang digunakan adalah validitas isi melalui professional judgement dari dosen fakultas Psikologi Universitas Airlangga Surabaya dan melalui uji reliabilitas tiap item. Reliabilitas alat ukur skala persepsi terhadap budaya organisasi sebesar 0,940 sedangkan reliabilitas alat ukur skala kepuasan kerja sebesar 0,894.*

*Analisis data dilakukan dengan teknik statistik korelasi Spearman-Rank, dengan bantuan program statistik SPSS versi 16.0. Dari hasil analisis data penelitian diperoleh nilai signifikansi antara persepsi terhadap budaya organisasi dengan kepuasan kerja di PT Rekayasa Industri sebesar 0,407. Hal ini menunjukkan bahwa tidak terdapat korelasi yang signifikan antara persepsi terhadap budaya organisasi dengan kepuasan kerja di PT Rekayasa Industri.*

**Kata kunci:** *budaya organisasi, persepsi terhadap budaya organisasi, kepuasan kerja, MSQ, Theory of Work Adjustment*  
Daftar Pustaka, 49 (1967– 2009)

## ABSTRACT

Ulina Christina Natalia, 110610016, Correlation of Perception of Organizational Culture and Employee Satisfaction in PT Rekayasa Industri, *Thesis*, Psychology Faculty of Airlangga University Surabaya, 2011.  
xviii + 106 pages, 8 attachments.

*This research is aimed to obtain information whether there is correlation of perception of organizational culture and employee satisfaction. Research was conducted to employee of PT Rekayasa Industri, Jakarta with amount to 170 participants. This research is quantitative. Data was collected by perception of organizational culture questionnaire which have 26 items made by the writer and MSQ questionnaire which have each 20 items adapted by Weiss, Dawis, England, and Lofquist.*

*The instrument validity was obtained through professional judgement of lecturers in Psychology Faculty of Airlangga University Surabaya and reliability analysis of each item. The value of reliability in perception of organizational culture scale is 0,940 whereas the value of reliability in employee satisfaction scale is 0,894.*

*Data analysis was carried out by correlational statistic technique Spearman-Rank, with the help of statistic program SPSS version 16.0. It was obtained from the result of research data analysis that the significant value of perception of organizational culture and employee satisfaction amount to 0,407. It shows that there is no significant correlation of perception of organizational culture and employee satisfaction in PT Rekayasa Industri*

**Key word:** *organizational culture, perception of organizational culture, employee satisfaction, MSQ, Theory of Work Adjustment*  
Table of Contents, 49 (1967– 2009)