

ABSTRACT

Job satisfaction is a part of mental health of the employees, because there will be a negative effect when the manager give lack attention in this part, such as the appearance of job depression and finally it can decrease productivity an work achievement.

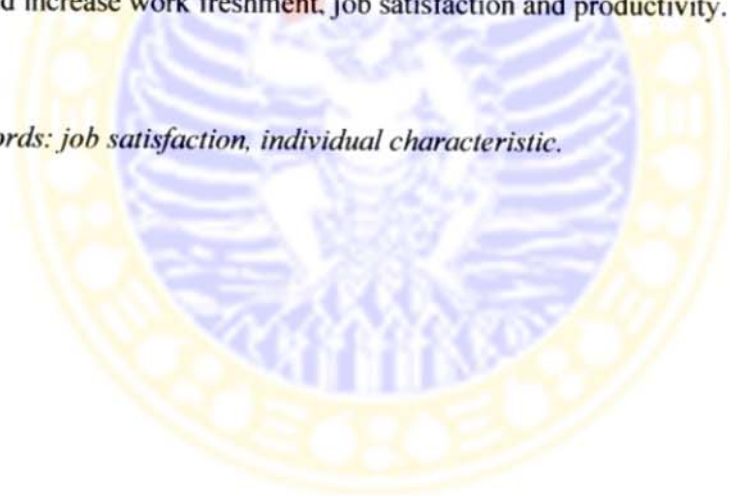
The research was purpose to analyze the relationship between individual characteristic and job satisfaction of the home industry's employees.

The research represented to analytic research and used cross sectional design and sample were taken by simple random sampling. Data analysis was chi-square test and fisher's exact test would be used, when the criteria couldn't be fulfilled.

The result showed that there were relationship between age and job satisfaction especially salary and working safety indicator. There were no relationship between level of education and job satisfaction, but there were relationship between level of education and working safety indicator . There were relationship between marital status and job satisfaction especially salary and working safety indicator. There were relationship between job period and job satisfaction especially salary and working safety indicator, but there were no relationship between job period and job satisfaction indicator.

The prevention of the employees's job satisfaction decreased, the manager could clean up, tidy up in work environment and also controlled working time so it could increase work freshment, job satisfaction and productivity.

Keywords: job satisfaction, individual characteristic.



ABSTRAK

Kepuasan kerja merupakan salah satu bagian dari kesehatan mental tenaga kerja, karena apabila kepuasan kerja ini tidak mendapat perhatian yang serius dari pihak manajer akan dapat menimbulkan dampak negatif, diantaranya akan timbul stress kerja dan pada akhirnya prestasi kerja dan produktivitas kerja akan menurun.

Penelitian ini bertujuan untuk menganalisis hubungan antara karakteristik individu dengan kepuasan kerja pada tenaga kerja industri kecil.

Penelitian ini merupakan penelitian analitik dengan pendekatan *cross sectional* dan pengambilan sampelnya menggunakan teknik *simple random sampling*. Data hasil penelitian dianalisis dengan uji *chi square* dan jika tidak memenuhi syarat digunakan *fisher's exact test*.

Hasil penelitian menunjukkan ada hubungan antara umur dengan kepuasan kerja indikator gaji dan keamanan kerja. Tidak ada hubungan antara tingkat pendidikan dengan kepuasan kerja, namun ada hubungan antara tingkat pendidikan dengan kepuasan kerja indikator keamanan kerja. Ada hubungan antara status pernikahan dengan kepuasan kerja indikator gaji dan keamanan kerja. Ada hubungan antara masa kerja dengan kepuasan kerja, namun tidak ada hubungan antara masa kerja dengan indikator kepuasan kerja.

Pencegahan terhadap penurunan tingkat kepuasan kerja tenaga kerja dapat dilakukan pihak pimpinan dengan membersihkan dan merapikan tempat kerja serta pengaturan jam kerja sehingga dapat meningkatkan kenyamanan kerja, kepuasan kerja serta produktivitas.

Kata kunci: kepuasan kerja, karakteristik individu