

GEOGRAPHIC DIFFERENCES ON JOB SATISFACTION

ABSTRACT

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Human Resources Management has a significant role in hotel improvement, because Chief Executive Officer (CEO) can anticipate it. Different with external factors like inflation, rate, government safety, and new comers. Human Resources Management manager must meet all workers need if he/she wants his/her workers work hardly and enthuse. There are five level of people needs: physiological needs, safety needs, social needs, esteem needs and self actualization needs. CEO must take an action to satisfy his employer needs. It can improve employer productivity by change compensation with hard work. If workers needs can not be give all, it able to cause job dissatisfaction. There are many kinds of workers attitude because of job dissatisfaction, like low productivity, absenteeism, low discipline, low co-workers relation and high workers turnover.

The purpose of this research were: 1. to know job satisfaction differences about salary, present work, promotion, supervision, co-workers relation and work condition for male and female workers. 2. to know job satisfaction differences about salary, present work, promotion, supervision, co-workers relation and work condition for all level of age. 3. to know job satisfaction differences about salary, present work, promotion, supervision, co-workers relation and work condition for all level of work experience.

This research was a quantitative research. There were three dependent variables: gender, age, and work experience. There are 6 independent variables: salary, present work, supervision, promotion, co-workers relation, and work condition. Population in this research are 112 weta international workers. The study was conducted on 87 Weta International Hotel workers. Percentages, ANOVA (one way analysis of variance), t-test were employed to analyze the data. This research were hold since January till February 2004.

From analysis result and description in the chapter before can be found a result :

1. There were significant differences in job satisfaction about promotion, co-workers relation and work condition but not about salary, supervision, and present work for male and female workers. 2. There were significant differences in job satisfaction about co-workers but not about salary, present work, promotion, supervision, and work condition for all level of age. 3. There were significant differences in job satisfaction about present work, promotion, work condition but not about salary, supervision, and co-workers relation for all level of work experiences.

Key words: gender, age, work experience, salary, present work, supervision, promotion, co-workers relation and work condition.