

ABSTRACT
THE INFLUENCE OF RATIONALIZATION OF BUREAUCRACY ON
WORKING MOTIVATIONS AMONG THE EMPLOYEES AFTER THE
ISSUENCE PP 08/2003: A CASE STUDIES TO REGENCY GOVERNMENT
OF JEMBER

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The study was aimed to identify and prove the effect of rationalization, that through the changing on working condition, placement of employee and job replacement, on working motivation; and to identify and prove the variables of rationalizations to organization, which may have predominant effect on working motivation.

This study was a quantitative research and through before and after explanation design, finding causal relationship between variables by testing the hypothesis. Population in this study was employee that directly caused by rationalization through PP 08/2003, either they have been promoted, rotated or moved in part of organization in which it was merged or liquidated, so the population in Pemkab Jember is 17292 individuals. After being selected according to the criteria, a number of 73 individuals were taken as samples. Samples were enrolled using purposive method. Instrument used in this study was questionnaire.

Data were analyzed using multiple linear regression model in which variables consist independent variables (X) and dependent variables (Y). Independent variables in this study are X_1 (the changing on working condition), X_2 (placement of employee), X_3 (job replacement) and Y (on working motivation).

Results prove that both independent variables simultaneously affected employee's on working motivation and estimated $F = 0.003$, and significant level of 0.000 ($p < 0.05$). It indicated that the variables the changing on working condition, placement of employee, and job replacement had simultaneously significant effect on working motivation. Results of partial test revealed that estimated t value of variable of the changing on working condition (X_1) was 2.282 with significance level of 0.026 ($p < 0.05$), indicating that the variable had significant effect on working motivation. The estimated t value of the variable of placement of employee (X_2) was -0.028 with significance level of 0.977 ($p > 0.05$), indicating that this variable insignificantly affected on working motivation. The variable is estimated t value of job replacement (X_3) was 2.293 with significance level of 0.025 ($p < 0.05$). It indicated that this variable significantly effect on working motivation.

Keywords: Rationalization, the changing on working condition, placement of employee, job replacement, on working motivation.