

HUBUNGAN ANTARA PERSEPSI TERHADAP SISTEM IMBALAN DAN KEPUASAN KERJA PADA KARYAWAN OPERATOR PRODUKSI DI PT. DELTA MERLIN SANDANG TEKSTIL (DMST) II

Theresia Kumala Wardani

Fakultas Psikologi
Universitas Sanata Dharma

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap sistem imbalan dan kepuasan kerja pada karyawan operator produksi di PT. Delta Merlin Sandang Tekstil (DMST) II. Hipotesis dalam penelitian ini adalah terdapat hubungan positif dan signifikan antara persepsi terhadap sistem imbalan dan kepuasan kerja pada karyawan operator produksi di PT. Delta Merlin Sandang Tekstil (DMST) II. Subjek penelitian berjumlah 160 karyawan operator produksi di PT. Delta Merlin Sandang Tekstil (DMST) II. Instrumen dalam penelitian ini menggunakan skala persepsi terhadap sistem imbalan yang terdiri dari 31 aitem dengan reliabilitas $\alpha = 0.924$ dan skala kepuasan kerja yang terdiri dari 33 aitem dengan reliabilitas $\alpha = 0.943$. Berdasarkan hasil uji asumsi, diketahui bahwa data persepsi terhadap sistem imbalan dan data kepuasan kerja termasuk dalam distribusi tidak normal dan linear. Uji Hipotesis menggunakan teknik korelasi *Spearman's Rho*. Korelasi antara persepsi terhadap sistem imbalan dan kepuasan kerja pada karyawan operator produksi di PT. Delta Merlin Sandang Tekstil (DMST) II menunjukkan hasil 0.673 dengan $p = 0.000$ ($p < 0.05$). Dengan demikian terdapat hubungan positif dan signifikan antara persepsi terhadap sistem imbalan dan kepuasan kerja pada karyawan operator produksi di PT. Delta Merlin Sandang Tekstil (DMST) II yang berarti hipotesis diterima.

Kata Kunci : Persepsi terhadap sistem imbalan, kepuasan kerja, PT. Delta Merlin Sandang Tekstil (DMST) II

***THE RELATIONSHIP BETWEEN PERCEPTION OF PAYMENT SYSTEM
AND JOB SATISFACTION ON OPERATOR PRODUCTION'S EMPLOYEE
AT PT. DELTA MERLIN SANDANG TEKSTIL (DMST) II***

Theresia Kumala Wardani
Fakultas Psikologi
Universitas Sanata Dharma

ABSTRACT

This research aimed to determine the relationship between perception of payment system and job satisfaction on operator production's employee at PT. Delta Merlin Sandang Tekstil (DMST) II. The hypothesis proposed in this research was the significant positive correlation between perception of payment system and job satisfaction on operator production's employee at PT. Delta Merlin Sandang Tekstil (DMST) II. Subjects were 160 operator production's employee at PT. Delta Merlin Sandang Tekstil (DMST) II. Instrument in this research use perception of payment system scale consist of 31 item with reliability 0.924 job satisfaction scale consist of 33 item with reliability 0.943. Based on assumptions test, the data of perception of payment system and job satisfaction were not normal and linear. The data were analyzed using Spearman's Rho correlation technique. The correlation between perception of payment system and job satisfaction on operator production's employee at PT. Delta Merlin Sandang Tekstil (DMST) II is 0.673 with $p = 0.000$ ($p < 0.05$). Therefore, there is a significant positive correlation between perception of payment system and job satisfaction on operator production's employee at PT. Delta Merlin Sandang Tekstil (DMST) II which means that the hypothesis was accepted.

Keyword: Perception of payment system, job satisfaction, PT. Delta Merlin Sandang Tekstil (DMST) II