

Abstrak

PENGARUH SIKAP KARYAWAN ATAS PERUBAHAN KEBIJAKAN
HARI KERJA TERHADAP KINERJA KARYAWAN

Studi Kasus pada Karyawan Administratif Kampus Mrican dan Paingan
Universitas Sanata Dharma Yogyakarta

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Penelitian ini bertujuan untuk mengetahui pengaruh antara sikap karyawan atas perubahan kebijakan hari kerja terhadap kinerja karyawan pada karyawan administratif Universitas Sanata Dharma, Yogyakarta. Penelitian ini dilakukan pada bulan April sampai dengan Mei 2012, di Universitas Sanata Dharma, kampus I, II, dan III (Mrican dan Paingan). Pengumpulan data dilakukan dengan angket dan dokumentasi. Populasi penelitian ini terdiri dari karyawan administrasi Universitas Sanata Dharma. Sampel yang diperoleh sebanyak 84 responden yang terbagi dari 12 unit kerja di kampus I, II, dan III (Mrican dan Paingan). Pengambilan sampel menggunakan teknik *proportionate stratified random sampling*, yang digunakan pada kondisi populasi heterogen dan berstrata secara proporsional. Analisis data pada penelitian ini menggunakan analisis persentase dan analisis regresi linear sederhana. Hasil penelitian ini menunjukkan bahwa sikap karyawan atas perubahan kebijakan hari kerja positif. Hasil penelitian juga menunjukkan bahwa sikap karyawan atas perubahan hari kerja berpengaruh terhadap kinerja karyawan.

Kata Kunci : sikap, sikap karyawan, kinerja, kinerja karyawan, perubahan kebijakan hari kerja.

Abstract

THE INFLUENCE OF THE EMPLOYEE ATTITUDE OF THE CHANGE
OF WORK-DAY POLICY TOWARD THE EMPLOYEE PERFORMANCE

A Case Study at Administrative Employees Sanata Dharma University
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This research attempts to determine the influence of employee attitudes on weekdays policy changes towards the performance of employees on administrative employee of Sanata Dharma University, Yogyakarta. The research was conducted in April to May 2012, at Sanata Dharma University, Campus I, II, and III (Mrican and Paingan). The data was collected by questionnaires and documentation. The population of this study consisted of administrative workers in Sanata Dharma University. Samples were obtained as many as 84 respondents divided into 12 work units on campus I, II, and III (Mrican and Paingan). The sampling technique employed proportionate stratified random sampling technique, which was used to represent the population of heterogeneous and stratified proportionally. Analysis of the data in this study used percentage analysis and simple linear regression analysis. The results of this study indicated that employees' attitude on weekdays policy change was positive. The results also showed that the attitude of the employees working in work-day changes, influenced on employee performance.

Keywords: attitudes, employee attitudes, performance, employee performance, policy changes workday