

ABSTRAK

PENGARUH UNSUR KEPRILAKUAN DALAM DESAIN PEKERJAAN TERHADAP SEMANGAT KERJA KARYAWAN

Studi kasus pada Universitas Sanata Dharma

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Penelitian ini bermaksud untuk 1). Mengetahui pengaruh unsur keprilakuan dalam desain pekerjaan terhadap semangat kerja karyawan..2). Mengetahui unsur apakah yang memberikan pengaruh terbesar terhadap semangat kerja karyawan. Penelitian ini dilakukan pada karyawan administrasi Universitas Sanata Dharma unit Mrican Yogyakarta.

Teknik pengumpulan data menggunakan kuesioner dan dokumentasi. Sampel yang diambil sebanyak 42, semuanya adalah karyawan administrasi Universitas Sanata Dharma unit Mrican Yogyakarta.

Teknik analisis data dilakukan dengan teknik regresi linier berganda yang bertujuan untuk menjawab kedua tujuan penelitian.

Hasil penelitian ini menunjukkan bahwa ada pengaruh unsur keprilakuan dalam desain pekerjaan terhadap semangat kerja karyawan administrasi Universitas Sanata Dharma unit Mrican Yogyakarta. Hal ini dibuktikan dengan hasil uji determinan diperoleh $R^2 = 0,896$ dan hasil uji F dengan $F_{hitung} = 61,816$ dan $F_{tabel} = 2,477$ ($F_{hitung} > F_{tabel}$). Untuk menjawab tujuan yang kedua dilakukan dengan uji secara parsial. Yang menunjukkan hasil koefisien regresi yang berbeda untuk setiap variabel unsur keprilakuan dalam desain pekerjaan. Secara parsial koefisien regresi diperoleh secara berurutan sebagai berikut: Unsur umpan balik (X5) $b_5 = 0,898$; Unsur pentingnya pekerjaan seseorang (X4) $b_4 = 0,819$; Unsur identitas tugas (X3) $b_3 = 0,774$; Unsur otonomi tugas (X1) $b_1 = 0,740$, Unsur variasi tugas (X2) $b_2 = 0,585$. Dapat disimpulkan bahwa hipotesis yang mengatakan bahwa ada pengaruh unsur keprilakuan dalam desain pekerjaan terhadap semangat kerja karyawan dapat diterima dan Secara parsial unsur keprilakuan yang memberikan pengaruh yang lebih besar terhadap semangat kerja adalah unsur umpan balik.

ABSTRACT

THE EFFECT OF BEHAVIORAL ASPECT IN JOB DESIGN ON THE WORK SPIRIT OF THE EMPLOYEES

A Case Study on the Mrican-Unit administration staff of Sanata Dharma
University of Yogyakarta

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The aims of this study are: 1) To find out the effect of behavioral aspect in job design on the work spirit of employees; 2) To reveal which aspect has the greatest effect on the employees' work ethos. The study was carried out on the Mrican-Unit administration staff of Sanata Dharma University of Yogyakarta.

The data collection methods used in this study were questionnaire and documentation. The number of the sample were 42, who were the Mrican-Unit administration staff of Sanata Dharma University of Yogyakarta.

The data analysis technigue used was multiple linear regression to answer the two purposes of the study above.

The finding revealed that behavioral aspect in job design had effect on the work spirit of the Mrican-Unit administration staff of Sanata Dharma University of Yogyakarta. It was evidently shown by the test results of the determinants with $R^2 = 0.896$ and of the F-test with F_{count} being 61.816 and F_{table} being 2.477 ($F_{\text{count}} > F_{\text{table}}$). To answer the second purpose, the partial test was conducted. The result showed that the regression coefficient was different for each variable of the behavior aspect in job design. Partially, the regression coefficients were respectively obtained as follows: Feedback aspect (X5) $b_5 = 0.898$; The importance of one's job (X4) $b_4 = 0.819$; Task identity (X3) $b_3 = 0.774$; Task autonomy (X1) $b_1 = 0.740$; and Task variation (X2) $b_2 = 0.585$. Therefore, it could be concluded that the hypothesis that the behavior aspect in job design had effect on the employees' work spirit was accepted and partially the aspect of behavior that had greater effect on work spirit was feedback.