

ABSTRAK

PENGARUH KEPUASAN FINANSIAL, KEPUASAN FISIK, DAN KEPUASAN SOSIAL TERHADAP TINGKAT ABSENSI KARYAWAN STUDI KASUS PADA PT. NYONYA MENEER SEMARANG

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Tujuan penelitian ini adalah untuk mengetahui: (1) apakah ada pengaruh negatif kepuasan finansial terhadap tingkat absensi karyawan; (2) apakah ada pengaruh negatif kepuasan fisik terhadap tingkat absensi karyawan; (3) apakah ada pengaruh negatif kepuasan sosial terhadap tingkat absensi karyawan; (4) apakah ada pengaruh negatif kepuasan finansial, kepuasan fisik, dan kepuasan sosial secara bersama-sama terhadap tingkat absensi karyawan.

Penelitian dilaksanakan di PT. Nyonya Meneer Semarang pada bulan Oktober – November 2003. Populasi pada penelitian ini adalah seluruh karyawan bagian produksi yang berjumlah 1200 karyawan dan jumlah sampel penelitian ini sebanyak 120 karyawan yang diambil secara acak sederhana. Teknik pengumpulan data yang digunakan adalah wawancara, kuesioner, dan observasi. Teknik analisis data adalah analisa regresi linier sederhana dan analisa regresi berganda.

Hasil penelitian menunjukkan bahwa: (1) terdapat pengaruh negatif kepuasan finansial terhadap tingkat absensi karyawan ($t_{hit} = -4,798 < t_{tab} 1,980$); (2) terdapat pengaruh negatif kepuasan fisik terhadap tingkat absensi karyawan ($t_{hit} = -3,713 < t_{tab} 1,980$); (3) terdapat pengaruh negatif kepuasan sosial terhadap tingkat absensi karyawan ($t_{hit} = -4,414 < t_{tab} 1,980$); (4) terdapat pengaruh negatif kepuasan finansial, kepuasan fisik, dan kepuasan sosial secara bersama-sama terhadap tingkat absensi karyawan ($F_{hit} = 23,386 > F_{tab} 2,683$).

ABSTRACT

THE INFLUENCE OF FINANCIAL, PHYSICAL, AND SOCIAL SATISFACTION TOWARD THE ABSENTEEISM RATE OF EMPLOYEES A CASE STUDY AT " PT. NYONYA MENEER ", SEMARANG

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The present research was aimed to identify whether or not: (1) there was a negative influence of financial satisfaction toward the absenteeism rate of employees; (2) there was a negative influence of physical satisfaction toward the absenteeism rate of employees; (3) there was a negative influence of social satisfaction toward the absenteeism rate of employees; (4) there was a negative influence of financial, physical, social satisfaction taken together toward the absenteeism rate of employees.

The research was performed at " PT. Nyonya Meneer " Semarang from Oktober to Nopember 2003. The population of the research involved 1200 employees at production department and simple random sampling was exploited to recruit the samples as many as 120 employees. The data were gathered through the use of interviews, questionnaires, and observations. The data were analyzed using simple and multiple linear regressions.

The results showed that (1) there was a negative influence of financial satisfaction toward the absenteeism rate of employees ($t_{test} = -4.798 < t_{tab} 1.980$); (2) there was a negative influence of physical satisfaction toward the absenteeism rate of employees ($t_{test} = -3.713 < t_{tab} 1.980$); (3) there was a negative influence of social satisfaction toward the absenteeism rate of employees ($t_{test} = -4.414 < t_{tab} 1.980$); (4) there was a negative influence of financial, physical, social satisfactions taken together toward the absenteeism rate of employees ($F_{test} = 23.386 > F_{tab} = 2.683$).