

ABSTRAK

V. Roni Wijayanto (2007). **Hubungan Antara Kepuasan Kerja Dan Disiplin Kerja Karyawan** (Penelitian Pada Karyawan PT. Keong Nusantara Abadi Lampung). Yogyakarta : Fakultas Psikologi Universitas Sanata Dharma.

Tujuan penelitian ini adalah untuk menguji ada tidaknya hubungan antara kepuasan kerja dan disiplin kerja karyawan. Asumsinya adalah jika kepuasan kerja tinggi, maka disiplin kerja karyawan juga tinggi. Hipotesis yang diajukan adalah adanya hubungan positif antara kepuasan kerja dan disiplin kerja karyawan. Subyek penelitian ini adalah karyawan pada bagian produksi sebanyak 70 orang, dengan kriteria lama bekerja minimal 1 tahun dan pendidikan terakhir SMU.

Teknik pengumpulan data dengan menggunakan skala. Alat pengumpul data terdiri dari 2 skala, yaitu Skala kepuasan kerja dan Skala disiplin kerja karyawan. Dari uji daya diskriminasi item pada Skala kepuasan kerja, diperoleh 51 item yang sah dengan koefisien reliabilitas 0,943 ($r_{xx'} = 0,943$). Pada Skala Disiplin Kerja Karyawan, diperoleh 44 item yang sah dengan koefisien reliabilitas 0,926 ($r_{xx'} = 0,926$). Untuk mengetahui hubungan antara Kepuasan Kerja dan Disiplin Kerja karyawan digunakan analisis data korelasi *product moment* dari pearson.

Hasil menunjukkan koefisien korelasi sebesar 0,728 ($R = 0,728$), dengan koefisien determinasi sebesar 0,530 ($R^2 = 0,530$). Hal ini menunjukkan bahwa terdapat hubungan positif antara kepuasan kerja dan disiplin kerja karyawan. Berarti, hipotesis yang digunakan diterima. Hasil penelitian juga menunjukkan bahwa kepuasan kerja berperan 53 % terhadap disiplin kerja karyawan.

ABSTRACT

V. Roni Wijayanto (2007). **The Correlation Between Job Satisfaction and Discipline at Work** (A Study on the Workers of PT. Keong Nusantara Abadi, Lampung). Yogyakarta : Faculty of Psychology, Sanata Dharma University.

This research aimed at examining whether or not there was a correlation between the Job satisfaction and their discipline at work. The assumption was that if the Job satisfaction toward their work is high, therefore their discipline at work was high as well. The proposed hypothesis was that there was a positive correlation between the Job satisfaction and their discipline at work. The subject of this research were 70 workers at the production division who met the minimum criteria of 1 year long at work and holding the Senior High School Certificate.

The data gathering technique was making use of scales. The data gatherer consisted of two scales, they were Job Satisfaction Scale and Workers' Discipline Scale. 51 valid items, with reliability coefficient 0,943 ($r_{xx'} = 0,943$) were found out from the examination of the item discrimination on the workers' satisfaction. 44 valid items with reliability coefficient 0,926 ($r_{xx'} = 0,926$) were found out from the Workers' Discipline Scale. In order to identify the correlation between the Job satisfaction and discipline at work, this study made use of Pearson's Product Moment Correlation data analysis.

The result showed the correlation coefficient of 0,728 ($R = 0,728$), with the determiner coefficient 0,530 ($R^2 = 0,530$). It showed that there was a positive correlation between job satisfaction and discipline at work. Therefore, the hypothesis that was proposed was affirmed. The result of this study also proved that job satisfaction played 53 % of its role on the workers' discipline at work.