

HUBUNGAN ANTARA PUSAT KENDALI INTERNAL DAN KEPUASAN KERJA PADA KARYAWAN DI HOTEL X

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara pusat kendali internal dan kepuasan kerja pada karyawan di hotel X. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan yang positif signifikan antara pusat kendali internal dan kepuasan kerja. Subjek dalam penelitian ini berjumlah sebanyak 62 karyawan yang telah bekerja minimal selama 1 tahun di hotel X. Metode pengambilan sampel menggunakan teknik *purposive sampling*. Skala yang digunakan dalam penelitian ini merupakan skala yang telah diadaptasi dari Hackman dan Oldham (1975) untuk kepuasan kerja dan Spector (1982) untuk *work locus of control*. Uji coba skala menghasilkan koefisien reliabilitas pada skala pusat kendali internal sebesar 0,903 dan skala kepuasan kerja sebesar 0,95. Data penelitian dianalisis dengan menggunakan teknik korelasi *Product Moment Pearson* karena sebaran data bersifat normal. Hasil analisis menunjukkan bahwa hipotesis diterima. Ada hubungan yang positif, sangat kuat dan signifikan antara pusat kendali internal dan kepuasan kerja ($r=0,862$; $\text{sig}=0,000$). Hal ini berarti semakin tinggi pusat kendali internal karyawan maka semakin tinggi pula kepuasan kerja yang dimiliki karyawan tersebut.

Kata kunci: pusat kendali internal, kepuasan kerja.

***CORRELATION BETWEEN THE INTERNAL LOCUS OF CONTROL AND
JOB SATISFACTION OF EMPLOYEES WORKING AT HOTEL X***

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ABSTRACT

This study aims to determine the relationship between the internal locus of control and job satisfaction of employees working at the hotel X. The hypothesis proposed in this study was that there is a significant positive relationship between the internal locus of control and job satisfaction. Subjects in this study were 62 employees who had worked for at least 1 year at hotel X. The sampling method used purposive sampling technique. The scale used in this study is a scale that has been adapted from Hackman and Oldham (1975) for job satisfaction and Spector (1982) for work locus of control. The trial scale produces a reliability coefficient on an internal locus of control with a scale of 0.903 and a job satisfaction scale of 0.95. The research data were analysed using Product Moment Pearson correlation technique because the data distribution was normal. The analysis shows that the hypothesis was accepted. The result shows that there is a positive, very strong and significant relationship between the internal locus of control and job satisfaction ($r = 0.862$; $sig = 0,000$). This indicates that the higher the employee's internal locus of control, the higher the job satisfaction that the employee has.

Keywords: internal locus of control, job satisfaction.