HUBUNGAN ANTARA SIKAP TERHADAP KOMPENSASINON FINANSIAL DENGAN SEMANGAT KERJA PADAKARYAWAN PT. TELKOM MALANG

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INTISARI

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Non financial compensation not only important, but also has huge influence to work enthusiasm and spirit. Every company should prepare exact non-financial compensation so that they could reach the company purpose in effective and efficient way. By this non - financial compensation, all employee has different attitude, whether positive or negative in respond. The attitude create a line about how the employee respond non financial compensation so that it create work enthusiasm or spirit in doing work. The research was done to find out relation between attitude to non-financial compensation with employee work enthusiasm. The research was quantitative. Population in this research was all employees in PT. Telkom Malang, consisted of 60 people, taken with total sampling technique. While, data collection technique used was scale, there were two scale used, they were attitude to non financial compensation scale and work enthusiasm scale arranged by the researcher, for data analysis method using Product Moment Technique from Karl Pearson supported by SPSS 13 computer program.

From data analysis done, there found result that (re = 0,495 and P = 0,000) showed a positive correlation between attitude to non financial compensation with work enthusiasm to employee, which means that in employee who has positive attitude to non - financial compensation, there also found a high work enthusiasm, in the contrary, in employee who has negative attitude to non - financial compensation there also found low work enthusiasm. There was significant correlation between attitude with non - financial compensation with employee work enthusiasm, which means that attitude to non-financial compensation has relation with employee work enthusiasm. The result of determinant coefficient calculation (r2) found 0,245 or 24,5% which showed that attitude to non financial compensation has effective contribution to work enthusiasm with 24,5% while rest of them 74,5% influenced by another factors researched.