

ABSTRACT

Faidh Qurrotu Ainy (1158020094): “The Influence of Job Involvement on Job Satisfaction (Study on PT Telekomunikasi Selular Employee at West Java Region)”

The aim of this study is to understand the influence of performance self-esteem contingency and the importance of work in his total self-image on job satisfaction towards employees of PT Telekomunikasi Selular West Java Region.

The method that is used for this research is verificated-descriptive research with quantitive approach, which to testing the influence of cause and effect of one phenomenon. Subject for this research is PT Telekomunikasi Selular’s employees. Population of this research is all of PT Telekomunikasi Selular employees, with total of their’s employees are ± 50 . Sample used in this research is cencus technique or saturated sample which every single population member is used. Data collection technique are observation, interview, and distributing questionnaires to 50 employees, consisting of 22 questions. Instrument testing uses several techniques which are validity test, reliability test, correlation test, multiple linear regression, and hypotyesis testing consit: partial test (t test), simultant test (f test) and coefficient determination test (R^2). All of these techniques are processed using SPSS 25.

Result of this research are (1) performance self-esteem contingency has no influence on job satisfaction with the ratio of t count and t table are $1,504 < 1,677$. (2) the importance of work in his total self-image has positive affect on job satisfaction with ratio of t count and t table are $1,817 > 1,677$. (3) Simultaneously performance self-esteem contingency and the importance of work in his total self-image has positive and significant influence on job satisfaction with ration of f count and f table are $39,412 > 3,20$ with significant $0,000 < 0,05$ meaning that the ability of independent variable is 62,6%, while the remaining 37,4% explained by other variables not included in the research equation mode.

Keywords : Job Involvement, Performance Self-Esteem Contingency, Job Satisfaction.

ABSTRAK

Faidh Qurrotu Ainy (1158020094): **“Pengaruh Job Involvement Terhadap Job Satisfaction Karyawan (Studi pada karyawan PT Telekomunikasi Selular Regional Jawa Barat)”**

Tujuan penelitian ini adalah untuk mengetahui pengaruh *performance self-esteem contingency* dan pentingnya pekerjaan bagi gambaran total individu terhadap *job satisfaction*.

Metode penelitian ini adalah deskriptif verifikatif dengan pendekatan kuantitatif, yang berarti menguji pengaruh hubungan sebab dan akibat. Subjek penelitian ini adalah karyawan PT Telekomunikasi Selular Regional Jawa Barat. Teknik sampling yang dipakai adalah teknik sampling jenuh dengan total 50 karyawan. Teknik pengumpulan data yaitu dengan observasi, wawancara dan penyebaran kuesioner pada 50 orang karyawan, yang terdiri dari 22 pernyataan yang disuguhkan. Pengujian instrumen menggunakan beberapa teknik diantaranya: uji validitas, uji reliabilitas, uji korelasi, regresi linier berganda, dan uji hipotesis, yang termasuk ke dalam uji hipotesis adalah uji parsial (uji t), uji simultan (uji f) serta uji koefisien determinasi (R^2). Semua teknik ini diolah dengan menggunakan alat bantu SPSS 25.

Hasil penelitian ini menunjukkan bahwa. (1) *performance self-esteem contingency* tidak berpengaruh terhadap *job satisfaction* dengan perbandingan t_{hitung} dengan t_{tabel} sebesar $1,504 < 1,677$. (2) Pentingnya pekerjaan bagi gambaran total individu berpengaruh positif dengan perbandingan t_{hitung} dengan t_{tabel} sebesar $1,817 > 1,677$. (3) Secara simultan *performance self-esteem contingency* dan pentingnya pekerjaan bagi gambaran total individu berpengaruh signifikan terhadap *job satisfaction* karyawan PT telekomunikasi Selular Regional Jawa Barat dengan perbandingan F_{hitung} dengan F_{tabel} sebesar $39,412 > 3,20$ dan menghasilkan nilai signifikansi sebesar $0,000 < 0,05$. Hasil koefisien determinasi menunjukkan *performance self-esteem contingency* dan pentingnya pekerjaan bagi gambaran total individu memiliki pengaruh sebesar 62,6% sisanya 37,4% dipengaruhi oleh faktor-faktor lainnya yang tidak dimasukkan dalam penelitian ini.

Kata kunci: *Job Involvement, Performance Self-Esteem Contingency, Job Satisfaction.*