

Intisari

Tujuan penelitian ini untuk menguji pengaruh sistem evaluasi kinerja formal dan religiositas intrinsik terhadap kepuasan kerja melalui kepercayaan bawahan terhadap atasan. Tujuan lainnya untuk membuktikan pengaruh sistem evaluasi kinerja formal terhadap kepuasan kerja melalui religiositas intrinsik. Data diperoleh dengan menggunakan metode survei kuesioner secara daring. Sebanyak 322 dosen tetap Fakultas Ekonomika dan Bisnis dari 24 perguruan tinggi Kristen di 14 provinsi di Indonesia berpartisipasi dalam studi ini. Dua puluh empat perguruan tinggi Kristen tersebut berada di bawah naungan Badan Kerjasama Perguruan Tinggi Kristen di Indonesia. Analisis data menggunakan *variance-based structural equation modelling*. Penelitian ini berhasil membuktikan bahwa sistem evaluasi kinerja formal memiliki pengaruh terhadap kepuasan kerja melalui kepercayaan bawahan terhadap atasan berdasarkan teori pertukaran sosial. Sistem evaluasi kinerja formal mencerminkan faktor eksternal diri. Selanjutnya, penelitian ini juga membuktikan bahwa religiositas intrinsik memiliki pengaruh terhadap kepuasan kerja melalui kepercayaan bawahan terhadap atasan berdasarkan hipotesis pemantauan supernatural. Dalam hal ini religiositas intrinsik mencerminkan faktor internal diri. Pembuktian ini memberikan makna bahwa hipotesis pemantauan supernatural merupakan teori pelengkap bagi teori pertukaran sosial dalam membangun kepuasan kerja.

Kata kunci: Kepuasan kerja, sistem evaluasi kinerja formal, religiositas intrinsik, kepercayaan bawahan terhadap atasan, teori pertukaran sosial, hipotesis pemantauan supernatural, pendidikan tinggi Indonesia.

Abstract

The purpose of this study is to examine the effect of formal performance evaluation system and intrinsic religiosity on job satisfaction through subordinates' trust in superiors. Another purpose is to prove the effect of a formal performance evaluation system on job satisfaction through intrinsic religiosity. Data was obtained by using an online questionnaire survey method. A total of 322 full-time faculty members of Economics and Business from 24 Christian higher education institutions across 14 provinces in Indonesia participated in this study. Twenty-four Christian higher education institutions are under the auspices of the Cooperation Agency for Christian Higher Education in Indonesia. Data analysis used variance-based structural equation modeling. This study succeeded in proving that the formal performance evaluation system has an influence on job satisfaction through subordinates' trust in superiors based on social exchange theory. The formal performance evaluation system reflects self external factors. Furthermore, this study also proves that intrinsic religiosity has an influence on job satisfaction through subordinates' trust in superiors based on the supernatural monitoring hypothesis. In this case, intrinsic religiosity reflects self internal factors. This evidence implies that the supernatural monitoring hypothesis is a complementary theory to social exchange theory in building job satisfaction.

Keywords: *Job satisfaction, formal performance evaluation system, intrinsic religiosity, subordinates' trust in superiors, social exchange theory, supernatural monitoring hypothesis, Indonesian higher education.*