

INTI SARI

Penelitian ini bertujuan untuk mengetahui pengaruh masing-masing karakteristik penilaian kinerja (penilaian kinerja yang berdampak pada *rewards*, penilaian kinerja yang disertai diskusi, penilaian kinerja yang ditujukan untuk perbaikan kinerja, serta penilaian kinerja yang *fair*) terhadap kepuasan kerja karyawan PT. Philips Electronics Indonesia.

Penelitian dilakukan melalui penyebaran kuesioner dan berdiskusi dengan beberapa responden serta wawancara dengan manajer HRD. Jumlah responden penelitian adalah seluruh karyawan PT. Philips Electronics Indonesia yang berjumlah 74 orang dengan tingkat pengembalian 69 kuesioner. Populasi penelitian ini terdiri dari karyawan level manajemen dan non manajemen dengan status permanen, non permanen, dan *outsourc*e yang dinilai berdasarkan metode MBO.

Dari hasil analisis data menunjukkan bahwa sebanyak 24 butir untuk mengukur karakteristik penilaian kinerja adalah valid dan reliabel. Sedangkan untuk variabel kepuasan kerja terdapat 20 butir yang semuanya valid dan reliabel. Hasil analisis regresi sederhana menunjukkan bahwa masing-masing karakteristik penilaian kinerja berpengaruh positif terhadap kepuasan kerja karyawan PT. Philips Electronics Indonesia. Hal ini ditunjukkan dari nilai koefisien regresi (b) yang positif dan $t_{hitung} > t_{tabel}$.

Keywords:

Penilaian kinerja

Rewards

Diskusi

Perbaikan kinerja

Fair/Fairness

Kepuasan kinerja

ABSTRACT

This research is conducted on purpose to know the effects of each performance appraisal characteristics (the effect of performance appraisal to rewards, performance appraisal that followed by discussion, performance appraisal for improving performance purposes, also the fairness of performance appraisal) through the employees of PT. Philips Electronics Indonesia's job satisfaction.

This research is conducted by spreading out questionnaires, discussion with some respondents and also interview with HRD manager. The amount of research respondents are the whole of employees of PT. Philips Electronics Indonesia in number 74 employees with return level 69 questionnaires. The research population covers the employees in management and non-management level with permanent and non-permanent status, and also outsource that appraised based on MBO method.

From the analysis, it is shown that the amount of 24 items that used to measure performance appraisal characteristics is valid and reliable. In other hand, for job satisfaction variable, there are 20 items is valid and reliable. Simple regression analysis results shown that each of performance appraisal characteristics has positive correlation with job satisfaction of PT. Philips Electronics Indonesia. This can be seen from the positive regression coefficient value (b) and $t_{\text{calculated}} > t_{\text{table}}$.

Keywords:

Performance appraisal

Rewards

Discussion

Performance Improvement

Fair/Fairness

Job Satisfaction