

ABSTRAKSI

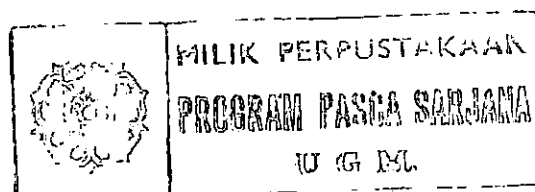
Tesis ini berjudul *Analisis Pengaruh Faktor-faktor Quality of Work Life* terhadap kinerja karyawan di lingkungan divisi properti PT. Pelabuhan Indonesia III Cabang Tanjung Perak. Masalah yang ingin diketahui dalam penelitian ini adalah *Bagaimanakah pengaruh faktor-faktor Quality of Work Life*, yang terdiri dari, (1) Partisipasi karyawan; (2) Program pengembangan karyawan; (3) Sistem imbalan dan (4) Kesehatan dan keselamatan kerja, terhadap *Kinerja* karyawan

Instrumen pengumpulan data berupa kuesioner yang disebarakan kepada para karyawan. Dalam hal ini para karyawan yang tergabung dalam Divisi Properti, PT. Pelabuhan Indonesia III Cabang Tanjung Perak.

Alat analisis yang digunakan untuk mengetahui dan mengukur masalah penelitian tersebut adalah model *regresi linier berganda*. Model ini digunakan karena dalam penelitian ini jumlah variabel independennya (X) lebih dari satu unsur, yaitu Partisipasi karyawan (X1) Program pengembangan karyawan (X2), Sistem imbalan (X3) dan Kesehatan dan keselamatan kerja. Sedangkan sebagai variabel terikat (Y) adalah kinerja karyawan.

Hasil penelitian menunjukkan bahwa faktor-faktor *Quality of Work Life* (QWL) yang terdiri dari: Partisipasi dalam pemecahan masalah, pengembangan karyawan, sistem imbalan yang inovatif dan memperbaiki lingkungan kerja baik secara simultan maupun secara parsial mempunyai pengaruh terhadap Kinerja karyawan Divisi Properti PT. Pelindo III Cabang Tanjung Perak Surabaya. Hal ini ditunjukkan oleh hasil pengukuran statistik F_{hitung} sebesar 32,551 dengan signifikansi 0,000, sehingga memperkuat argumentasi kesimpulan tersebut.

Kata Kunci :Quality of Work Life, Partisipasi karyawan; Program pengembangan karyawan; Sistem imbalan: Kesehatan dan keselamatan kerja, *Kinerja* karyawan



ABSTRACT

This theses was titled : *The Analysis of Quality Factors Impact of Work Life* to the worker motivation in property division environment of PT. Pelabuhan Indonesia III, Tanjung Perak branch. The issue wanted to know in this research was *How did the Quality of Work Life factors impact*, that was consisting of, (1) Worker participation; (2) Worker development program; (3) Wage system and (4) Work healthy and safety, to worker **Performance**

The instrument of data collecting was questionnaire distributed to the worker. In this case, the workers grouped into Property Division, PT. Pelabuhan Indonesia III, Tanjung Perak branch.

Analysis instrument used to know and measure the matter of the research was *double linear regression* model. This model was used because the number of the independent variables in this research (X) were more than one principal, they were Worker participation (X1) Worker development program (X2), and Work healthy and safety. While as the independent variable (Y) was worker Performance

The result of the research showed that *Quality of Work Life (QWL)* factors that were consisting of : Participation on problem solving, worker development, innovative wage system and work environment fixing, both simultantly or partially had impact to the worker work motivation of Property Division of PT. Pelindo III, Tanjung Perak Branch of Surabaya. This was showed by the yield of statistic measurement : $F_{account}$ on 32.551 with significance on 0.000, therefore, it ensured the conclusion argument.

Keywords: Quality of Work Life, Worker participation; Worker development program; Wage system; Work healthy and safety; Worker Performance