



CAREER MANAGEMENT FOR EDUCATIONAL STAFF IN UNIVERSITAS GADJAH MADA

by
Aris Pambudi

ABSTRACT

The study was aimed to (1) describe *perceived organizational support* (POS) had been felt by educational staff, (2) identifying the factors that be barrier to the career management practice for the education supporting staff, and (3) describe their perception on the outcome of *POS*, in their selves; in Gadjah Mada University. POS have positive correlation to the *outcome*. The subject of the study is educational staff in Gadjah Mada University, and the respondents were selected by sampling method. Sample size was 110 respondents. Data was collected by interview using closed questionnaire and the respondent was asked to give his or her opinion on career management practice for them in Gadjah Mada University. Quantitative data was analyzed by cross tabulation of POS versus outcome, and Pearson correlation statistic test, and qualitative data was analyzed by qualitative analysis method. Correlation test was performed by SPSS 16for Windowsprograms.The result showed that the majority of respondents (>60%) had positive value on POS and only very limited (about 2%) had negative value on *outcome* perception. Thus, negative value of POS was not always followed by negative value of an *outcome*. As such too with qualitative analysis, negative opinion on career management practice (POS) was not always followed by negative value of outcome. Correlation analysis showed that there was positive correlation between POS and *outcome* by $R = 0,709$, $p\ value < 0.01$, thus the correlation is significant. Thus, it can be concluded that the educational staff of GadjahMada University, majority were very loyal, dedicated, and retain positive attitude to the management of Gadjah Mada.

Key word :career management, perceived organizational support, educational staff



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