



INTISARI

Kualitas kehidupan kerja saat ini merupakan permasalahan rumit yang sering dihadapi para pekerja dan karyawan di negara-negara berkembang seperti di Indonesia. Permasalahan kualitas kehidupan kerja di pabrik./perusahaan seringkali disebabkan kurangnya pemahaman pihak manajemen terhadap kompensasi yang ideal bagi karyawan, hal inilah yang sering kali menimbulkan konflik antara pihak perusahaan dengan karyawannya. Dalam arti lain persepsi karyawan terhadap kompensasi yang diterimanya berdampak pada kualitas kehidupan kerja begitu juga sebaliknya. Tujuan penelitian ini adalah untuk mengetahui seberapa besar hubungan antara persepsi terhadap kompensasi kerja dengan kualitas kehidupan kerja.

Penelitian ini dilakukan di RS. Telogorejo Semarang, dimana populasinya adalah karyawan RS. Telogorejo pada bagian non medis. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner serta menggunakan skala Likert untuk teknik pengukuran kuesionernya.

Hipotesis dalam penelitian ini adalah: terdapat hubungan positif dan signifikan antara persepsi terhadap kompensasi kerja dengan kualitas kehidupan kerja.

Metode analisa data yang digunakan untuk mengetahui hubungan antara masing-masing variabel adalah metode korelasi Product Moment dengan menggunakan bantuan komputasi melalui Seri Program Statistik (SPS-2000).

Setelah analisa data dilakukan, maka didapatkan kesimpulan bahwa persepsi terhadap kompensasi kerja memiliki hubungan yang signifikan dengan kualitas kehidupan kerja karyawan. Hal ini dapat diartikan bahwa semakin baik persepsi karyawan terhadap kompensasi kerja maka akan semakin baik pula kualitas kehidupan kerja yang didapatkan.

Kata kunci: *persepsi terhadap kompensasi kerja, kualitas kehidupan kerja.*



ABSTRACT

Currently, work-life quality constitutes a complex issue frequently faced by workers and employees in developing countries including Indonesia. The problems of work-life qualities in factories or companies are frequently caused by the lack of understanding by the management about the adequate compensation that should be given to their employees. This lack of understanding frequently causes certain conflicts between workers and management. Thus, employees' perceptions about the compensations they receive have some effects on the work-life qualities of the employees! The purposes of this study was to try to get some insights about the relationship between employees' perceptions on the compensation and their work-life qualities

This study was conducted in Telogorejo Hospital, Semarang, in which the population consisted of all of the non-medical employees of the Hospital. The needed data for this study were collected by means of questionnaires sent to the respondents. To estimates the feasibility of the questionnaires, Likert scale was used

This study proposed the following hypothesis: There would be a positive and significant relationship between employees' perceptions on the compensation they received and the work-life qualities of the employees

The analyses on the data was done by using Product Moment correlation aided by a computer program of Serial Statistical Program (SPS 2000)

Based on the analyses, it was concluded that the perceptions of employees on the compensations they received had positive and significant relationship with the work-life qualities of the employees. It meant that the better the perceptions the better would the work-life qualities of the employees!

Keywords: employees' perceptions on compensations and work-life qualities!