

## Hubungan antara followership dan kepuasan kerja pada karyawan bumh = The relationship between followership and job satisfaction among bumh employees

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### Abstrak

Penelitian ini dilakukan untuk melihat hubungan antara followership dan kepuasan kerja pada karyawan BUMN dan seberapa besar dimensi followership memberikan sumbangan pada dimensi kepuasan kerja. Pengukuran followership menggunakan alat ukur Kelley's Followership Questionnaire (Kelley, 1992) yang mana memiliki dua dimensi yaitu independent critical thinking dan active engagement.

Pengukuran kepuasan kerja menggunakan alat ukur Minnesota Satisfaction Questionnaire (short-form) (Weiss, Dawis, England, & Lofquist, 1967) yang mana memiliki dua dimensi yaitu intrinsik dan ekstrinsik. Metode pengambilan sampel menggunakan accidental sampling yang mana kuesioner disebarkan melalui 2 staff di perusahaan. Partisipan dalam penelitian ini berjumlah 111 karyawan BUMN. Dalam melihat hubungan menggunakan teknik Pearson Correlation.

Hasil penelitian ini menunjukkan terdapat hubungan yang signifikan antara followership dengan kepuasan kerja pada karyawan ( $r = 0.430$ ;  $p < 0.05$ , signifikan pada L.o.S 0.05). Artinya, semakin tinggi followership yang dimiliki oleh seseorang, maka semakin tinggi pula kepuasan kerjanya. Selain itu, dimensi followership yang memiliki sumbangan paling besar, yaitu independent critical thinking. Berdasarkan hal tersebut, seorang karyawan perlu ditingkatkan followership-nya terutama dimensi independent critical thinking sebagai salah satu faktor yang mempengaruhi kepuasan kerja.

*This research was conducted to find the correlation between followership and job satisfaction among employees, and how much each followership dimension contributes to job satisfaction dimension. Followership was measured using an instrument named Kelley's Followership Questionnaire (Kelley, 1992) that there are two dimensions: independent critical thinking and active engagement. Job satisfaction was measured using an instrument named Minnesota Satisfaction Questionnaire (short-form) (Weiss, Dawis, England, & Lofquist, 1967) that there are two dimensions on it: intrinsic and extrinsic. Sampling method using accidental sampling in which questionnaire was separated by 2 staffs in organization. The participants of this research are 111 BUMN employees. In order to find correlation using Pearson Correlation technique.*

The main results of this research show that followership correlated with job satisfaction ( $r = 0.430$ ;  $p < 0.05$ , significant at L.o.S 0.05). which means, the higher followership someone's own, showing the higher job satisfaction. Furthermore, the biggest contribution dimension of followership toward job satisfaction was independent critical thinking. Based on these result an employe need to improve the followership especially independent critical thinking, as one of factor that affect job satisfaction.