

Perbedaan kepuasan gaji antara Generasi X dan Generasi Y = Differences on pay satisfaction between Generation X and Generation Y

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Abstrak

Heneman dan Schwab (1985) menjelaskan bahwa kepuasan gaji di perusahaan akan menentukan sikap karyawan di perusahaan tersebut yang akan berdampak pada kesuksesan perusahaan di masa depan. Heneman dan Schwab mendefinisikan kepuasan gaji sebagai tingkat persepsi dan perasaan seseorang baik secara positif atau negatif terhadap gaji yang mereka dapatkan dan dapat memengaruhi orang tersebut dalam menjalankan pekerjaannya di suatu organisasi. Pay satisfaction terdiri dari empat dimensi, yaitu dimensi pay level, benefit, payraise, dan structure and administration. Penelitian ini meneliti tentang apakah kepuasan gaji akan berbeda antara dua generasi yang mendominasi di organisasi, Generasi X dan Generasi Y. Secara spesifik, pertanyaan penelitian ini adalah apakah karyawan Generasi Y memiliki kepuasan gaji yang lebih rendah dari karyawan Generasi X. Total responden penelitian ini adalah 274 (Generasi X = 104, Generasi Y = 170) dan diukur menggunakan Pay Satisfaction Questionnaire. Hasil independent sample t-test menunjukkan signifikansi one tail dari keempat dimensi (pay level, benefit, pay raise, dan structure and administration) sebagai berikut: pay level ($p=0.132$), benefit ($p=0.005$), pay raise ($p=0.025$), dan structure and administration ($p=0.132$). Selain itu dilihat dari nilai t, sebagai berikut: pay level ($t(274)=1.11$), benefit ($t(274)=2.59$), pay raise ($t(274)=2.89$), dan structure and administration ($t(274)=-1.19$). Dapat disimpulkan bahwa Generasi Y memiliki skor kepuasan gaji lebih rendah secara signifikan daripada Generasi X pada dua dimensi kepuasan gaji yaitu benefit, dan pay raise. Dimensi lainnya yaitu dimensi pay level dan structure and administration menunjukkan kepuasan gaji pada Generasi Y tidak memiliki skor lebih rendah secara signifikan daripada Generasi X.

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Heneman and Schwab (1985) explains that pay satisfaction in the company will determine the attitude of the employees in the company and it will have an impact on the company's success in the future. Heneman and Schwab (1985) defined pay satisfaction of one's level of perception and feeling either positively or negatively on pays that can affect the person in the work in an organization. Pay satisfaction consist of four dimensions, pay level, benefit, pay raise, and structure and administration. This research investigates whether pay satisfaction are different between two dominating generation in organizations, Generation X and Generation Y. Specifically, this research asks if employees of Generation Y has lower pay satisfaction then employees of Generation X. Total of 274 subjects (Generation X=104; Generation Y = 170) filled out Pay Satisfaction Questionnaire. The result of independent sample t-test showed that the significant of one tail of four dimension (pay level, benefit, pay raise and structure and administartion), as follow pay level ($p=0.132$), benefit ($p=0.005$), pay raise ($p=0.025$), and structure and administration ($p=0.132$). On the other hand, the significant of one tail can be seen with t values, as follow: pay level ($t(274)=1.11$), benefit ($t(274)=2.59$), pay raise ($t(274)=2.89$), dan structure and administration ($t(274)=-1.19$). In conclusion, that Generation Ys has lower pay satisfaction than Generation Xs do in two dimensions, benefit and pay raise. Results showed that Generation Y has a significantly lower score than Generation X in two dimensions of

pay satisfaction include benefit, and pay raise. Others dimensions, namely pay level and structure and administration of Generation Y did not have significantly lower scores than Generation X.