

Pola hubungan antara komponen-komponen job distress dan komponen-komponen performa kerja dari pekerja di DKI Jakarta = The relationship pattern of job distress components and job performance components from employees in DKI Jakarta

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Abstrak

Job-distress adalah beban pekerjaan yang berdampak negatif dan dapat mempengaruhi performa kerja dari pekerja terkait. Berdasarkan penyebabnya, job-distress mempunyai empat komponen yaitu job control, role of clarity, leader support, dan peer support. Performa kerja dapat diwakili dengan dua komponen yaitu tingkat autonomy dan tingkat personal growth. Semua komponen dari job-distress maupun performa kerja merupakan variabel laten yang diukur dengan indikator-indikator yang sesuai. Penelitian ini bertujuan untuk mengetahui pola hubungan antara komponen job-distress dengan komponen performa kerja berdasarkan sampel pekerja di DKI Jakarta yang diambil dengan purposive sampling. Metode analisis data yang digunakan adalah metode Structural Equation Model. Dari hasil penelitian, disimpulkan bahwa job control dan peer support mempengaruhi tingkat autonomy dengan korelasi positif. Job control dan leader support mempengaruhi tingkat personal growth dengan korelasi positif. Komponen Role of Clarity tidak mempunyai korelasi baik dengan tingkat autonomy maupun dengan tingkat personal growth.

Job-distress is work demand that give the negative effect and it can influencing job performance from the employee. Based on it cause, job-distress has four components that are job control, role of clarity, leader support, and peer support. Job performance can be represented by two components that are autonomy level and personal growth level. All of job-distress components and job performance components are latent variable that measured by the corresponding indicators. The object of this research is to find out the relationship beetwen job-distress components and job performance components based on samples of employee in DKI Jakarta which obtained by purposive sampling. Analysis data method that used in this research is Structural Equation Model. It results is that job control and peer support influence the autonomy level with positive correlation. Job control and leader support influence the personal growth level with positive correlation. Role of clarity component has no correlation with both of the autonomy level and personal growth level.