

Hubungan antara iklim organisasi dan kebosanan kerja pada karyawan bank syariah = The relationship between organizational climate and job boredom among Islamic bank employees

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Abstrak

Penelitian ditujukan untuk melihat hubungan antara iklim organisasi dan kebosanan kerja pada karyawan bank syariah. Pengukuran persepsi iklim organisasi dilakukan dengan menggunakan alat ukur Organizational Climate Questionnaire OCQ dengan nilai reliabilitas sebesar 0,77. Pengukuran kebosanan kerja dilakukan dengan menggunakan alat ukur Dutch Boredom Scales DUBS dengan nilai reliabilitas sebesar 0,86. Kedua alat ukur diberikan kepada 93 partisipan yang merupakan karyawan bank syariah pada bank yang sama. Hasil penghitungan menggunakan korelasi pearson menunjukkan bahwa iklim organisasi memiliki hubungan negatif yang signifikan $r = -0,31$, p

.....The aim of this research is to test the relationship between organizational climate and job boredom on Islamic bank employees. Perception of organizational climate was measured with Organizational Climate Questionnaire OCQ with reliability coefficient 0,77. Measurement of job boredom conducted with Dutch Boredom Scales DUBS with reliability coefficient 0,86. Both scales are administrated to 93 Islamic bank employess in the same bank. The result showed that organizational climate which is analyzed with Pearson Correlation had negative significant relationship with job boredom on employees $r = 0,31$, $p = 0,01$. This research also analyzed demographical factors with independent sample t test and one way anova. Result showed that demographical factor including gender and educational level didn't differ significantly on both variables. Other demographical factors such as age also didn't differ significantly by mean on job boredom. Demographical factors such as length of time working and position on organizational climate also showed had no significant differences by its mean.