

CHAPTER I

INTRODUCTION

1.1 General Background

Indonesia as one of developing countries in the world is struggling to create a better society for its people. One way to make it happen is by building infrastructures. Because of the growing need of better infrastructures, Indonesia currently has many construction projects. Those construction projects, for examples, are constructions to build bridges, road, buildings, dams, airports, and other. Those infrastructures were built to improve the life quality of Indonesia citizen. Those infrastructures were built in urban, suburban and even village areas.

The construction projects in Indonesia are mostly handled by organizations called construction companies. There are two types of construction companies; they are government-owned companies and private-owned companies. The government-owned companies usually do projects assigned by government or government related parties. The private-owned companies usually do projects assigned by other private-owned parties. Sometimes, there is an exception when a government or a private-own entity holds an open tender so both the government-own and the private owned construction companies can participate in the projects.

The construction companies in Indonesia, both government-owned and private-owned, strongly rely on construction workers to finish the projects. Construction company will pay workers based on the deal before workers agree to finish construction projects. Sometimes several workers feel that the salary is to

low, to fulfill their needs. It will be a problem because when someone feel their salary from their job cannot fulfill their needs, they will find another source of income or even change the job to fulfill their basic human needs.

Keep workers still want to work in construction projects until the project finish is important. Loosing workers in the middle of the project or change the old and experienced workers will bring big deal to construction companies. One of the big problems that can happen is delaying of project finishing.

In order to avoid that, the construction company needs to make the workers happy and satisfy in any situation of construction project. One way to improve workers' happiness is by maintaining their job satisfaction. If the workers have job satisfaction, they will be happy and can give a good performance in the workplace.

Job satisfaction can be influenced by various things. One of them is the perception of workers toward their work environment. This research is purposed to examine the relationship of worker perception of environmental site and job satisfaction.

1.2 Problem Statement

Knowing about job satisfaction of workers is quite important for construction company. Construction company should try to keep workers job satisfaction in order to bring good effect to construction project. Workers with high job satisfaction will finish their job better then workers with no job satisfaction. Job satisfaction is not always about salary, it can be about

environment of the work place, and any other distraction. The purpose of this study is to find out factors that caused workers perception towards site environment and job satisfaction.

1.3 Problem Limitation

Job satisfaction is quite large topic, because many factors will influence job satisfaction. Different people in the same job and work place will have different job satisfaction and it can cause by different factors. This study will examine about job satisfaction of construction building workers. Samples will be taken around Yogyakarta area. Method of collecting data is questionnaire. The questionnaire is based on Job Satisfaction Survey that made by Paul E. Spector (1994). The questionnaire consist of eight facets that are pay, supervision, fringe benefit, contingent reward (performance based rewards), operating procedures (required rules and procedures), coworkers, nature of work, and communication.

1.4 Objective

Objectives of this study are:

1. To examine job satisfaction of construction building workers in Yogyakarta.
2. To know the biggest factor that caused job satisfaction of construction building workers in Yogyakarta