

CHAPTER V

CONCLUSION AND SUGGESTION

5.1 Limitation of Study

This study has several limitation there are:

- a. This study did not differentiate between workers who work in government project and private project. Both of them are used to find job satisfaction in construction building project
- b. This study just consider about workers in construction building project, it cannot be comparable for another sector of civil engineering
- c. Respondents of this study are taken both from big construction project and small construction project. Hopefully in the next study, respondent could be separate
- d. This study used Job Satisfaction Survey that created by Spector. There are another ways, with different point of consider to measure job satisfaction.

5.2 Conclusion

Based on the data analysis in Chapter IV, ranking of factors that influenced job satisfaction of the construction building workers based on job satisfaction survey in this study are:

1. Nature of work: workers feeling when they doing their job has mean value 4,22 and standard deviation 1,10 is the biggest factor that stayed in first rank
2. Coworkers: relation between workers in the workplace has mean value 3,96 and standard deviation 1,08. It is the second biggest factor in this study that influence job satisfaction
3. Supervisor: supervisor has been be the third biggest factor in this study. Factor of supervisor has mean value of 3,66 and standard deviation 1,25
4. Fringe benefit: fringe benefit has been the forth biggest factor that influence job satisfaction of construction building workers in this study. It has mean value 3,56 and standard deviation 1,04
5. Communication: Communication is important in any sector of life. With communication people can understand one to another. In construction project, to get a better result supervisor with workers and workers with coworkers must communicate each other. Communication in this study has mean value 3,53 and standard deviation 1,30
6. Payment: the purpose of workers to work in a project are to get payment or income to fulfill their need. Payment has mean value 3,49 and standard deviation 0,87
7. Operation condition: Operation condition is the condition in a workplace, rules in a workplace is one of the examples of operation

condition. Operation condition has mean value 3,31 and standard deviation 1,03

8. Contingent reward: Reward does not always mean money. reward can be approbation, recognition, etc. Contingent reward has mean value 3,23 and standard deviation 1,20

5.3 Suggestion

There are several suggestion related to this study are:

1. To increase job satisfaction of construction building workers, construction company could pay attention of the nature of work of the workers, increase a good relation between workers and increase the quality of supervisor.
2. Another sector of civil engineering beside construction building can be the topic of the next research, it can use any other ways to measure job satisfaction

REFERENCES

- Suwarto, F.X. (2010). Perilaku keorganisasian. Penerbit Universitas Atma Jaya Yogyakarta. Yogyakarta
- Sofyandi, Herman & Garniwa, Iwa (2007). Perilaku organisasional. Graha ilmu. Yogyakarta
- Robbins, Stephen P. (2003). Organizational behavior. Tenth edition. Prentice hall international inc. New Jersey
- Newstrom, John & Davis, Keith (1997). Organizational Behavior; human behavior at Work. Tenth edition. McGraw-Hill inc. USA.
- Greenberg Jerald & Baron Robert, (2008). Behavior in organization . Ninth edition. Pearson education, Inc., Upper Saddle River, New Jersey
- Shani A & Lau James (2005). Behavior in organization; an experimental approach. Eight edition. McGraw-Hill inc. USA.
- Sopiah (2008). Perilaku organisasional. CV Andi Offset. Yogyakarta
- Ganzach Yoav (2003). Intellegence, Education and Facet of Job Satisfaction. Work and Occupation; Vol 30 No. 1. Sage Publications.
- Chilese Nicholas & Haupt Theodore, (2009). The Effect of Age on Job Satisfaction of Construction Workers. Journal of Engineering Design and Technology. Vol. 8, No. 1, 2010 . Emerald Group Publishing Limited.
- European Foundation for the Improvement of Living and Working Condition, (2007). Measuring Job Satisfaction in Surveys – Comparative Analytical Report. Wyattville Road, Loughlinstown, Dublin 18, Ireland.

<http://www.humanresources.hrvinet.com/job-descriptive-index-idi/> (at November 5th, 2011; 10.00pm)

<http://shell.cas.usf.edu/~pspector/scales/jssovr.html> (at November 5th, 2011; 10.00pm)

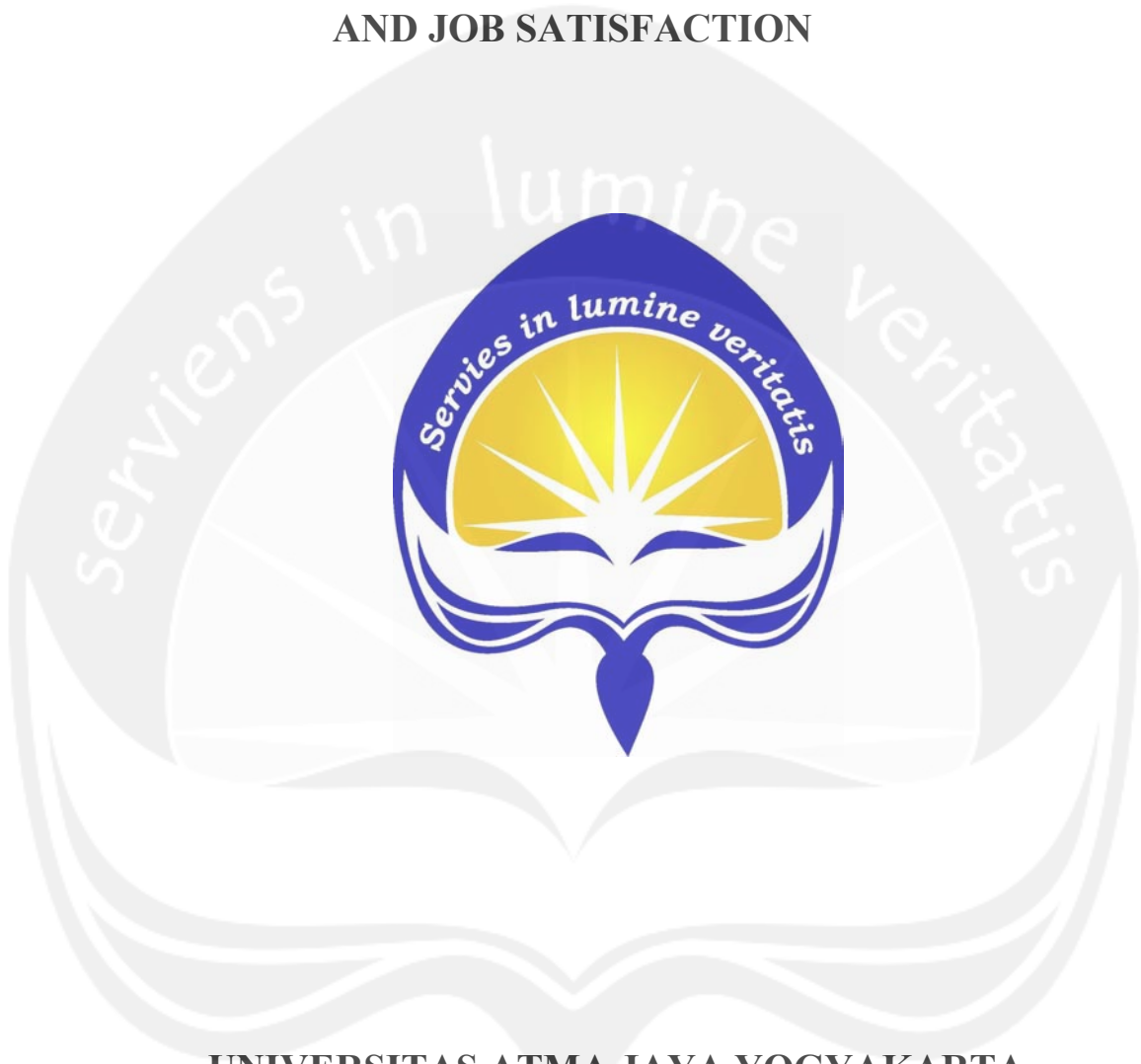
http://books.google.co.id/books?id=nCkXMZjs0XcC&pg=PR2&lpg=PR2&dq=job+satisfaction+by+paul+e+spector&source=bl&ots=1kmkPhdXfT&sig=00CP5oUo6Vy5mkle3UbDSsPUu6E&hl=id&ei=Kfy_TqbmHNDRrQf95qW7AQ&sa=X&oi=book_result&ct=result&resnum=4&ved=0CDoQ6AEwAw#v=onepage&q=job%20satisfaction%20by%20paul%20e%20spector&f=false (at November 12th, 2011; 11.00pm)

<http://www.damandiri.or.id/file/setiawanwicaksonounbrawbab4.pdf> (at November 13th, 2011; 11.00pm)



APPENDIX

QUESTIONNAIRE
THE EXAMINATION OF THE RELATION BETWEEN
WORKERS PERCEPTION TOWARDS SITE ENVIRONMENT
AND JOB SATISFACTION



UNIVERSITAS ATMA JAYA YOGYAKARTA

Faculty of Engineering

Department of Civil Engineering

International S1 Program

2011

Preface *(Kata pengantar)*

Dear respondents,

(Kepada Yth.

Bapak – ibu/ Saudara – Saudari Responden)

I thank to respondents who already fill this questionnaire honestly. All of your answers are valuable to me. *(Saya berharap dan sangat berterima kasih karena Bapak – ibu/ Saudara – Saudari sekalian telah bersedia mengisi kuisisioner ini secara lengkap dengan keadaan, pikiran yang Bapak – ibu/ Saudara – Saudari alami. Semua jawaban yang diberikan akan sangat berarti bagi saya.)*

Your answer and identity are in secret. *(Semua jawaban dan identitas yang Bapak – ibu/ Saudara – Saudari berikan akan saya jamin kerahasiaannya).*

Thank you for the time and your attention *(Atas perhatian dan waktu yang diluangkan saya ucapkan terima kasih dan penghargaan yang sebesar – besarnya).*

Yogyakarta, November 2011

Sincerely yours

(Hormat Saya),

Maria Stela Maris Musi

071312832

DEMOGRAPHIC OF RESPONDENT

(DATA RESPONDEN)

1. Name/ Age (*Nama/ usia*):
2. Working experience (*Pengalaman kerja*):
 - a. < 5 years (*tahun*)
 - b. 5 - 10 years (*tahun*)
 - c. > 10 years (*tahun*)
3. Skill (*Jenis keahlian*):
 - a. Mason (*Tukang batu*)
 - b. Iron worker (*Tukang besi*)
 - c. Carpenter (*Tukang kayu*)
 - d. Electrical (*Tukang listrik*)
 - e. Painter (*Tukang cat*)
 - f. Other (*Lainnya*).....
4. Monthly income (*Gaji yang di peroleh setiap bulan*):
 - a. < Rp. 500.000,00
 - b. Rp. 500.000,00 – Rp. 1.000.000,00
 - c. >Rp. 1.000.000,00
5. Source of skill (*Memperoleh dasar keterampilan dari*):
 - a. Course (*Kursus tukang*)
 - b. Experience (*Pengalaman kerja*)
 - c. Depnaker training (*Pelatihan Depnaker*)
 - d. Other (*Lainnya*).....

Please fill this questionnaire honestly with sign X

P(Isilah kuisisioner dibawah ini dengan sejujur – jujurnya menggunakan tanda X)

There are 6 chosen answer (*Ada 6 pilihan jawaban*):

1 = very disagree (*sangat tidak setuju*)

2 = slightly disagree (*cukup tidak setuju*)

3 = disagree (*tidak setuju*)

4 = agree (*setuju*)

5 = slightly agree (*cukup setuju*)

6 = very agree (*sangat setuju*)

No.		1	2	3	4	5	6
1	I have been paid quite fair for my job <i>(Saya di bayar cukup untuk pekerjaan yang saya lakukan)</i>						
2	Opportunity of increasing salary is too small <i>(Kesempatan untuk kenaikan gaji terlalu sedikit)</i>						
3	Company paid me unfairly <i>(Saya merasa dibayar secara tidak adil oleh perusahaan tempat saya bekerja)</i>						
4	I have no opportunity of asking to increase my salary <i>(saya mempunyai kesempatan untuk meminta kenaikan gaji)</i>						
5	Competence is my supervisor style <i>(Atasan saya berkompeten dalam pekerjaannya)</i>						
6	My supervisor is unfair to me <i>(Atasan saya tidak adil kepada saya)</i>						
7	My supervisor do not really care to their underlining <i>(Atasan saya tidak peduli kepada bawahannya)</i>						
8	I like my supervisor <i>(Saya menyukai atasan saya)</i>						
9	I feel there is no benefit of my job <i>(Saya merasa tidak puas dengan manfaat yang saya terima dari pekerjaan saya)</i>						

10	My workplace is good as another company <i>(Tempat kerja saya cukup bagus jika di bandingkan dengan perusahaan lain)</i>						
11	I have been paid and rewarded fairly <i>(Saya dibayar dan dihargai dengan wajar)</i>						
12	I did not receive any benefit that i should have <i>(Ada keuntungan yang seharusnya saya terima tapi tidak saya terima)</i>						
13	Recognition will be receive by me if i work nicely <i>(Saya akan diakui dan dihargai ketika menunjukkan kinerja yang bagus)</i>						
14	Nobody appreciate my job <i>(Tidak ada yang menghargai pekerjaan saya)</i>						
15	Reward and recognition is to rare in my workplace <i>(Penghargaan sangat jarang di tempat saya bekerja)</i>						
16	I feel my efforts are not rewarded as it should be <i>(Pekerjaan saya tidak dihargai sebagaimana mestinya)</i>						
17	Rules in my work place make me feel difficult to finish my job <i>(Peraturan di tempat saya bekerja menyulitkan saya dalam menyelesaikan pekerjaan saya)</i>						
18	Nobody disturb me to do a great job <i>(Tidak ada yang menghalangi saya dalam melakukan pekerjaan)</i>						
19	I have too much job to do <i>(Pekerjaan yang dibebankan pada saya terlalu banyak)</i>						
20	I like my partners <i>(Saya menyukai teman kerja saya)</i>						
21	My partners are not compatanance in their job, it makes me work harder <i>(Menurut saya rekan kerja saya tidak kompeten dalam pekerjaannya dan itu membuat saya bekerja lebih keras)</i>						

22	I feel comfortable with my partners <i>(Saya merasa nyaman dengan rekan-rekan kerja saya)</i>						
23	There is many internal problem in my workplace <i>(Banyak persoalan yang terjadi di tempat saya bekerja)</i>						
24	Sometimes i feel that my job has no meaning in my life <i>(Kadang saya merasa kalau pekerjaan yang saya lakukan tidak bermakna dalam kehidupan)</i>						
25	I love my job <i>(Saya menyukai pekerjaan saya)</i>						
26	I feel proud of my job <i>(Saya merasa bangga dengan pekerjaan yang saya lakukan)</i>						
27	My job is fun <i>(Pekerjaan yang saya lakukan sangat menyenangkan dan saya senang akan hal itu)</i>						
28	Good communication has been run well in my workplace <i>(Komunikasi terjalin dengan baik di tempat saya bekerja)</i>						
29	I do not understand visions of my workplace <i>(Saya tidak mengerti tujuan dan visi dari perusahaan tempat saya bekerja)</i>						
30	I have no idea about my workplace condition <i>(Saya tidak mengetahui dan tidak mengerti keadaan ditempat kerja saya)</i>						
31	Work assignment are not explained clearly <i>(Pembagian tugas kerja tidak di jelaskan dengan baik)</i>						

no	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	
1	2	4	4	3	5	5	5	5	5	4	4	3	4	3	4	3	3	3	3	4	4	4	3	3	4	4	4	4	4	3	4	
2	4	3	3	3	5	2	2	4	3	4	4	2	4	2	3	2	3	3	3	4	3	4	2	2	4	5	5	4	4	3	3	
3	4	3	3	3	5	2	2	5	3	4	4	3	5	2	2	2	2	4	4	5	3	4	3	3	5	5	5	3	3	3	2	
4	3	4	3	3	4	3	3	3	4	4	3	4	3	4	4	4	4	3	5	5	4	5	5	5	3	3	3	4	6	4	3	
5	5	3	3	3	4	3	3	4	3	4	4	4	4	3	3	3	3	3	4	4	4	4	4	3	4	6	6	4	2	2	5	
6	3	4	4	4	5	3	3	4	4	3	3	4	4	3	4	4	3	4	4	4	4	4	4	3	4	4	5	5	5	4	4	2
7	4	3	3	3	4	3	3	5	3	4	4	3	4	3	3	3	2	4	3	4	4	4	2	3	5	5	5	4	3	3	2	
8	4	4	3	4	4	3	3	4	3	4	4	3	5	3	3	3	4	3	5	5	3	4	4	3	4	5	4	4	4	3	4	
9	2	4	5	4	4	4	4	3	3	3	5	1	6	1	6	2	1	6	2	6	2	6	3	1	5	4	5	4	1	2	5	
10	4	3	5	3	5	5	4	5	3	5	6	5	4	5	3	3	2	3	4	5	3	4	2	3	5	6	5	4	2	5	2	
11	1	4	4	6	4	6	1	6	1	6	4	2	5	3	1	2	4	2	4	6	3	6	4	3	6	5	4	6	1	4	6	
12	4	5	2	4	5	3	3	5	2	5	5	2	3	2	2	2	3	3	3	6	5	5	2	3	4	4	4	5	2	3	3	
13	2	4	4	3	5	4	4	2	3	3	2	5	4	5	4	5	2	2	5	4	2	5	3	3	4	4	4	3	5	5	5	
14	1	6	2	2	3	2	5	2	5	1	1	4	5	3	4	3	2	4	4	4	6	5	4	1	4	5	2	4	2	2	5	
15	3	4	4	2	4	5	4	2	5	3	3	5	3	5	5	4	5	2	4	2	5	3	4	3	3	2	2	3	5	3	5	
16	4	2	3	4	5	2	2	5	3	4	5	2	4	2	3	3	3	5	3	5	2	5	3	2	4	4	4	4	2	2	2	
17	4	3	3	4	5	5	2	2	3	4	4	3	5	2	2	2	2	4	3	5	3	5	3	3	5	5	5	5	4	4	1	
18	4	3	3	3	5	2	2	5	3	4	4	3	5	2	2	2	2	4	3	5	3	5	3	3	5	5	5	6	4	4	2	
19	4	4	3	3	4	3	3	3	3	3	4	4	3	4	3	5	4	3	4	4	4	3	4	3	4	4	4	4	4	4	3	
20	4	3	3	4	5	3	3	4	2	4	4	3	5	2	2	2	2	5	3	4	3	4	3	2	5	5	5	4	4	3	3	
21	5	4	3	5	4	5	5	5	5	5	5	2	5	2	2	2	2	2	4	5	4	4	2	2	6	6	6	5	2	1	1	
22	4	3	3	4	3	3	3	6	3	6	4	4	6	3	4	1	1	4	6	6	6	6	3	6	3	6	6	6	1	1	1	
23	6	3	1	4	4	3	1	1	1	4	4	3	4	1	3	1	4	4	3	4	4	4	3	3	4	4	6	5	2	3	3	
24	3	4	5	3	3	5	5	2	4	3	3	5	4	4	4	4	3	4	4	5	2	5	3	4	4	4	4	3	5	5	5	
25	3	4	4	3	5	2	2	4	4	4	3	4	5	3	3	3	2	4	4	4	3	4	3	3	4	5	4	5	4	4	2	
26	5	4	3	4	4	2	2	4	3	4	4	2	4	3	3	3	4	4	3	4	4	4	2	3	5	5	5	5	4	4	2	
27	4	3	3	4	5	3	3	5	2	4	4	3	5	2	2	2	3	4	3	5	3	5	2	2	5	5	5	5	4	3	2	
28	4	3	3	4	5	2	2	5	3	4	4	2	5	2	2	2	3	4	3	5	2	5	5	3	5	5	5	4	4	3	2	
29	4	4	4	5	3	3	3	5	5	3	2	4	4	3	4	2	5	5	3	4	4	5	3	4	5	5	5	5	4	5	2	
30	3	3	4	2	4	2	4	4	2	5	4	2	4	2	5	2	2	4	2	5	3	5	5	2	4	4	4	5	4	4	2	
31	3	3	4	4	2	2	4	4	3	4	3	4	4	3	4	3	2	5	4	5	3	5	3	2	5	4	5	5	4	5	2	
32	4	3	3	4	5	5	5	4	2	4	4	3	5	2	3	5	2	2	1	5	5	5	2	3	4	5	5	5	2	3	2	
33	4	5	2	3	5	5	3	5	4	5	6	5	4	5	2	3	2	3	5	5	5	4	2	3	5	5	4	5	3	4	2	
34	4	3	3	3	5	3	3	4	3	4	4	3	5	2	2	2	2	4	3	5	3	5	3	3	5	5	5	5	4	4	3	
35	4	3	3	3	5	2	2	5	3	5	5	3	5	2	2	2	2	4	3	5	3	5	5	5	5	5	5	6	4	4	1	
36	4	4	3	3	5	2	2	6	3	4	4	2	5	2	2	2	2	4	3	5	3	5	3	3	5	5	5	6	4	4	1	
37	4	3	3	4	5	2	2	4	3	4	4	3	5	2	2	2	2	4	3	5	3	5	3	3	5	5	5	5	4	4	1	
38	3	4	4	3	5	2	2	4	3	3	3	4	4	3	4	4	3	4	4	4	4	4	3	4	5	5	5	4	4	4	2	
39	5	3	2	3	5	3	2	5	3	5	5	2	5	2	2	2	2	5	3	5	3	4	3	3	5	5	5	4	4	4	2	
40	3	4	4	3	5	2	2	4	3	4	3	4	5	2	3	3	3	4	4	4	4	3	5	3	3	5	5	5	4	4	2	