

ABSTRAK

KEPUASAN KERJA KARYAWAN DI ERA PANDEMI COVID-19 (STUDI KASUS DI PT. DUPANTEX)

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Penelitian ini bertujuan untuk mengetahui dampak kebijakan yang dilakukan perusahaan terhadap kepuasan kerja karyawan. Dengan responden 96 karyawan yang diambil dengan teknik *proportional sampling*. Data primer diperoleh dengan kuesioner. Analisis data dilakukan dengan analisis regresi dengan tahapan: pengolahan data uji kelayakan instrumen, deskripsi variabel, hasil analisis regresi, koefisien determinan dan uji hipotesis.

Hasil penelitian menunjukkan bahwa: kepuasan kerja karyawan cukup baik. Kontribusi kebijakan perusahaan terhadap kepuasan karyawan sebagai berikut: (1) kebijakan *work from home* berpengaruh positif dan signifikan, (2) pemotongan gaji berpengaruh positif tetapi tidak signifikan, (3) sistem *shifting* berpengaruh positif tetapi tidak signifikan.

Dari temuan sebagaimana diuraikan diatas dapat disimpulkan bahwa kebijakan perusahaan yang direspon baik oleh karyawan adalah kebijakan *work from home*.

Kata Kunci : Kebijakan *Work From Home*, Pemotongan Gaji, Sistem *Shifting*, Kepuasan Kerja

ABSTRACT

EMPLOYEE JOB SATISFACTION IN THE ERA OF COVID-19 PANDEMIC (STUDI KASUS DI PT. DUPANTEX)

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This research aims to determine the impact of policies made by the company on employee job satisfaction. With respondents 96 employees taken by proportional sampling technique. Primary data obtained by questionnaire. Data analysis was carried out by regression analysis with the following stages: data processing instrument feasibility test, variable description, regression analysis results, determinant coefficients and hypothesis testing.

The results of the research show that: the work satisfaction of employees is quite good. The contribution of company policy to employee satisfaction is as following: (1) work from home policy has a positive and significant effect (2) salary deduction have a positive but not significant effect (3) the shifting system has a positive but not significant effect.

From the findings as described above, it can be concluded that the company's policy which was responded well by employees was the work from home policy.

Keywords: Work From Home Policy, Salary Deduction, Shifting System, Job Satisfaction