

ABSTRAK

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PENGARUH PRAKTIK ROTASI KERJA, PERSEPSI TERHADAP PELUANG PROMOSI, DAN DUKUNGAN ORGANISASI YANG DIRASAKAN TERHADAP KEPUASAN KERJA MELALUI MEDIASI KETERLIBATAN PEGAWAI

(xvii+138 halaman, 11 gambar, 32 tables, 11 lampiran)

Kepuasan kerja merupakan salah satu topik yang menjadi perhatian dalam manajemen sumber daya manusia dewasa ini. Penelitian empiris menunjukkan pengaruh langsung kepuasan kerja terhadap organisasi, baik pada sektor swasta maupun pada instansi pemerintah. Penelitian ini berfokus pada kepuasan kerja di kalangan diplomat Indonesia. Sesuai dengan sifat pekerjaan para diplomat yang harus melakukan rotasi pekerjaan secara berkala antara kantor pusat dan kantor perwakilan di luar negeri, serta sistem promosi yang saat ini dilakukan pada Kementerian Luar Negeri Indonesia, penelitian ini mempelajari bagaimana pengaruh praktik rotasi kerja, persepsi para diplomat terhadap kesempatan promosi, dukungan organisasi yang dirasakan terhadap kepuasan kerja. Penelitian ini juga mempelajari apakah keterlibatan pegawai memiliki pengaruh mediasi antara ketiga variabel dependen dan kepuasan kerja.

Kata Kunci : *praktik rotasi pekerjaan, persepsi terhadap peluang kerja, dukungan organisasi, kepuasan kerja, keterlibatan pegawai, diplomat.*

Referensi: 113 (2013-2023)

ABSTRACT

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THE INFLUENCE OF JOB ROTATION PRACTICE, PERCEPTION OF PROMOTION OPPORTUNITIES, AND PERCEIVED ORGANIZATIONAL SUPPORT ON JOB SATISFACTION THROUGH THE MEDIATION OF EMPLOYEE ENGAGEMENT

(xvii+138 pages, 11 figures, 32 tables, 11 appendices)

One of the subjects that receive much attention in current human resource management studies is job satisfaction. The influences of job satisfaction on businesses and government organizations have been demonstrated by empirical investigations. This research focuses on the job satisfaction of Indonesian diplomats. Given the nature of the work of diplomats who must periodically rotate between headquarters and mission offices abroad, as well as the promotion system currently taking place in the Indonesian Ministry of Foreign Affairs, this research observes how job rotation practices, perceptions of promotion opportunities, and perceived organizational support influence the satisfaction of the diplomats with their job. This research also investigates the mediation role of employee engagement on the relationship between the three independent variables and job satisfaction.

Key Words: Job rotation practice, perception of promotion opportunities, perceived organizational support, job satisfaction, employee engagement, diplomat

References: 113 (2013-2023)