



SUMMARY

SALEH ASSAGAF. The Effect of Job Relevance Information and Social Desirability on Employees' Participation and Performance at PT. Harfam Jaya Makmur Surabaya. Supervised by M. SYAMSUL MAARIF dan SUHARJONO.

There are several factors that affect performance such as social desirability, information on relevance of job and employees' job participation. This study aimed to analyze the effect of job relevance information on the employees' participation at PT. Harfam Jaya Makmur; 2) to analyze the effect of social desirability on the employees' participation at PT. Harfam Jaya Makmur; 3) to analyze the effect of job relevance information on employees' performance at PT. Harfam Jaya Makmur; 4) to analyze the effect of social desirability on the employees' performance at PT. Harfam Jaya Makmur; 5) to analyze the effect of participation on the employees' performance at PT. Harfam Jaya Makmur.

The research population was all permanent employees in total of 103 people. This study applied census (population) where the entire population members were taken as the research samples. Exogenous variables were about social desirability and job relevance information while endogenous variables were employees' participation and employees' performance. Analysis of research data applied Structural Equation Modeling or SEM by using program package of AMOS (Analysis of Moment Structure) version 18.

The results of data analysis showed that the job relevance information provided a significant and positive effect on employee participation. This is indicated by the path coefficient value of 0.694 with a significance level of 0.000 smaller than the required significance level (α) of 0.05 and CR value of 3.958 higher than 2. Social desirability positively and significantly affected employees' participation with path coefficient value of 0.135 with a significance level of 0.000 smaller than significance level (α) of 0.05 and CR value of 2.248 higher than 2. Job relevance Information positively and significantly affected the performance with the path coefficient value of 1.059 with a significance level of 0.000 lower than the significance level (α) of 0.05 and the required CR value of 3.795 higher than 2. The employees' social desirability had no significant effect on the employees' performance at PT. Harfam Jaya Makmur as evidenced by the path coefficient value of 0.051 and CR value of 2.437 higher than 2. Participation of employees had a significant effect on the performance of employees at PT. Harfam Jaya Makmur. This is indicated by the path coefficient value of 0.085 with a significance level of 0.006 higher than 0.05 and the CR value of 2.427 greater than 2.

Based on the results of this study, it is concluded that 1) the job relevance information significantly affects the participation of employees of PT. Harfam Jaya Makmur; 2) social desirability has a significant effect on the participation of PT. Harfam Jaya Makmur; 3) Job relevance information has a significant effect on the performance of employees of PT. Harfam Jaya Makmur; 4) social desirability has no significant effect on the performance of employees of PT. Harfam Jaya Makmur; 5) The employees' participation has a significant effect on the performance of employees of PT. Harfam Jaya Makmur.

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Keywords: employee participation, job relevance information, performance, social desirability.

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