



ABSTRACT

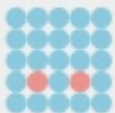
A Correlation of Individual Characteristic and Job Characteristic with Job Satisfaction (A Case Study in PT. Perhutani (Persero) KPH Bogor Employee)

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The objective of the research is to study the relationships between two motivation factors (individual characteristics and job characteristics) and job satisfaction of the PT. Perhutani (Persero) KPH Bogor employee. The research was conducted at the PT. Perhutani (Persero) KPH Bogor with $n = 77$ selected randomly in each company operational function (proportional random sampling). Multiple Regression Linear Analyze was used to analyze yhe data.

The research concludes that there are positive relationships between: (1) individual characteristic (X1) and job satisfaction (Y) of the KPH Bogor employee; (2) job characteristic (X2) and job satisfaction (Y) of the KPH Bogor employee. Furthermore, there is a positive relationship between those two independent variables with job satisfaction of the KPH Bogor employee. The result of the study showed that if individual characteristics and job characteristics increased would caused increasing of job satisfaction. There are positive relationships among individual characteristic indicator and job characteristic indicator with job satisfaction; (1) individual characteristic indicator (Z) and job satisfaction (Y) of the KPH Bogor employee; (2) job characteristic indicator (W) and job satisfaction (Y) of the KPH Bogor employee. Furthermore, there is a positive relationship between each indicator independent variables (V) with job satisfaction (Y) of the KPH Bogor employee. The result of the study showed that the upgrading of job satisfactions would happen if the indicator of individual characteristics such as needs, value, attitude, interest and ability and the indicator of job characteristics such as skill variety, task identity, task significancy, otonomy and feed-back were increased.

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