

ABSTRAK

HUBUNGAN *PERSON JOB FIT* DENGAN KEPUASAN KERJA PADA KARYAWAN HOTEL PUSAKO BUKITTINGGI

Penelitian ini bertujuan untuk mengetahui hubungan *Person Job Fit* dengan Kepuasan Kerja pada karyawan Hotel Pusako Bukittinggi. Variabel penelitian yaitu *Person Job Fit* (X) dan Kepuasan Kerja (Y). Teknik pemilihan sampel dalam penelitian ini adalah *non probability sampling*. Teknik *non probability sampling* yang digunakan adalah teknik *sampling jenuh*, yaitu teknik penentuan sampel bila semua anggota populasi menjadi sampel yaitu 62 orang. Uji validitas dan reliabilitas menggunakan *Alpha Cronbach*. Hasil uji coba menunjukkan koefisien validitas pada skala *person job fit* didapatkan *corrected item-total correlation* berkisar antara 0,326 sampai dengan 0,684 sedangkan koefisien reliabilitasnya sebesar 0,887. Hasil uji coba koefisien validitas pada skala kepuasan kerja didapatkan *corrected item-total correlation* berkisar antara 0,347 sampai dengan 0,649 sedangkan koefisien reliabilitasnya sebesar 0,910. Hasil uji hipotesis menunjukkan besarnya koefisien korelasi sebesar $(r) = 0,684$ dengan taraf signifikan $p = 0,000 < 0,01$ *level of significant* (α), yang berarti hipotesis diterima dan terdapat hubungan yang sangat signifikan antara *person job fit* dengan kepuasan kerja pada karyawan Hotel Pusako Bukittinggi. Hal ini menunjukkan korelasi dengan taraf kuat berarah positif, berarti jika *person job fit* tinggi maka kepuasan kerja pada karyawan Hotel Pusako Bukittinggi tinggi, dan begitu sebaliknya. Adapun sumbangan efektif dari variabel *person job fit* terhadap kepuasan kerja sebesar 47%.

Kata Kunci : *Person Job Fit*, Kepuasan Kerja, Karyawan Hotel Pusako Bukittinggi.

ABSTRACT

THE RELATIONSHIP BETWEEN PERSON JOB FIT AND JOB SATISFACTION ON HOTEL EMPLOYEES PUSAKO BUKITTINGGI

This study aims to determine the relationship between Person Job Fit and Job Satisfaction in Hotel Pusako Bukittinggi employees. The research variables are Person Job Fit (X) and Job Satisfaction (Y). The sample selection technique in this study was non-probability sampling. The non-probability sampling technique used is saturated sampling technique, which is a sampling technique when all members of the population are sampled, namely 62 people. Validity and reliability tests using Alpha Cronbach. The test results showed the validity coefficient on the person job fit scale obtained corrected item-total correlation ranging from 0.326 to 0.684 while the reliability coefficient was 0.887. The results of the validity coefficient test on the job satisfaction scale obtained corrected item-total correlation ranging from 0.347 to 0.649 while the reliability coefficient was 0.910. The results of hypothesis testing show that the correlation coefficient is $(r) = 0.684$ with a significant level of $p = 0.000 < 0.01$ level of significance (α), which means that the hypothesis is accepted and there is a very significant relationship between person job fit and job satisfaction in employees of Pusako Bukittinggi Hotel. This shows a correlation with a strong level of positive direction, meaning that if the person job fit is high, the job satisfaction of the employees of Pusako Bukittinggi Hotel is high, and vice versa. The effective contribution of the person job fit variable to job satisfaction is 47%.

Keywords: Person Job Fit, Job Satisfaction, Hotel Pusako Bukittinggi Employees.