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Correlation between Work Satisfaction and Social Support and Perception of Organizational Change

Hubungan Kepuasan Kerja dan Dukungan Sosial dengan Persepsi Perubahan Organisasi

Abstract

The study examined: (1) the correlation between job satisfaction, social support and perception of organizational change, (2) the correlation between job satisfaction and perception of organizational change, (3) the correlation between social support and perception of organizational change. The data of all variables were collected using questionnaires: 1) Minnesota Satisfaction Questionnaires designed by Weiss, et all., (1967), 2) Social Support Questionnaires designed by Sarason& Irwin (1983), 3) the perception scale of organizational change designed by researcher. The data was analyzed using regression analysis technique. This study showed that: (1) there was a significant and positive correlation between job satisfaction, social support and perception of organizational change ($r = 0.417; p = 0.000$); (2) there was a significant and positive correlation between job satisfaction and perception of organizational change ($r = 0.348; p < 0.05$); (3) there was a significant and positive correlation between social support and perception of organizational change ($r = 0.341; p < 0.05$).

Keyword : job, satisfaction, social, support, perception, organizational

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