

ABSTRACT

Norma, NIM 3402190358. The Effect of Job Enlargement and Job Enrichment on Employee Job Satisfaction (A Study at the Regional Secretariat Office of Ciamis Regency). Under the guidance of Dr. Nana Darna, S.E.,M.M (Supervisor 1) and Lia Yulia., S.T., M.M. (Supervisor II).

This study focused on the effect of job enlargement and job enrichment on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency. The problems encountered in this study include: 1). What is the effect of job enlargement on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency?; 2). How does job enrichment affect employee job satisfaction at the Regional Secretariat Office of Ciamis Regency?; 3). How does job enlargement and job enrichment affect employee job satisfaction at the Regional Secretariat Office of Ciamis Regency? The purpose of this research is to find out: 1). the effect of job enlargement on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency; 2). The effect of job enrichment on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency; 3). The effect of job enlargement and job enrichment on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency. The method used in this research is a survey method, with a quantitative approach. Meanwhile, to analyze the data obtained used analysis of the correlation coefficient, the coefficient of determination, and test the hypothesis using the significance test (t test and f test).

The results of the research and data processing show that. 1). job enlargement has a significant positive effect on employee job satisfaction with the magnitude of the influence of 52% and the remaining 48% is influenced by other factors. 2). job enrichment has a significant positive effect on employee job satisfaction with the magnitude of the influence of 52.8% and the remaining 47.2% is influenced by other factors. 3). job enlargement and job enrichment have a significant positive effect on employee job satisfaction at the Regional Secretariat Office of Ciamis Regency with a magnitude of influence of 65,3% and the remaining 34,7% is influenced by other factors. It is hoped that the Ciamis Regency Regional Secretariat Office will maintain job satisfaction for its employees so that it will increase job enlargement and job enrichment, considering that these two factors can affect employee job satisfaction.

Keywords: Job Enlargement, Job Enrichment, and Employee Job Satisfaction.

