

Vera Siangdi. Employees' job satisfactory and work-stress level viewed from flextime's application. (Dr. Fransisca Iriani R.D., M.Si., and Muhammad Nisfiannoor, M. Si, Psi). Magister Science of Psychology Study Program, Industrial and a Psychology Study Area, Tarumanagara University. (i-xiv, 70 pages, 17 tables, 1 picture, L1– L37).

ABSTRACT

This research was based on theory of flexible work-time design, job satisfaction, and work-stress. This research intends to know the effect of flexible work-time design to employees' job satisfaction and work-stress. The research design was nonrandomize control group pretest-posttest design. The participants were 34 employees of PT. X. Participants were divided into two groups, experiment group were 22 employees from sales and control group were 12 employees from marketing. Experiment group was given flexible work-time design treatment. Both groups filled in two scales, job satisfaction scales and work-stress scales before and after treatment. The data was analyzed by Independent Sample T-test and Paired sample T-test. Results showed no significant differences in job satisfactory ($p = 0.422 > 0.05$) and work-stress ($p = 0.566 > 0.05$) between 2 groups after treatment. Results also showed no significant differences in job satisfactory ($p = 0,549 > 0,05$) and work-stress ($p = 0.477 > 0.05$) on experiment group before and after treatment. Thus the results showed that flexible work-time design had no affect on employees' job satisfactory and work-stress.

Keyword: *Flexible work-time design (flextime), job satisfaction, work-stress.*
Reference: 44 (1981-2008)