THE EFFECT OF INDIVIDUAL CHARACTERISTIC TOWARDS THE STAFF’S PERFORMANCE ON CONSTRUCTION COMPANY WITH STRUCTURAL EQUATION MODELLING (SEM) METHODE

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ABSTRACT

Construction work is a whole and complete problem for the workers provision and their disposition in construction industry. The development of construction management field in Indonesia needs to be compensated with good human resource both in quality and quantity. On the previous research (Waliulu, 2008) has been obtained the model of construction workers performance with the subject of construction workmen. What about with the workers above them, the staff experts (employees)? Seen from above discussion, it is essential to conduct a research on staff’s performance of construction company with variables such as individual characteristics, individual ability, motivation, and satisfaction towards staff’s performance. This research intends to analyze the effects of individual characteristics, individual ability, motivation, and satisfaction towards staff’s performance.

This research uses the survey method on 127 construction company staffs in Surabaya, then analyzed with Structural Equation Modelling. The proposed hypothesis in this research model is there are direct and indirect effects from variables of individual ability, working motivation, working satisfaction towards the variable of working performance.

From the result of this analysis, it is known that individual characteristics do not have direct effect towards the performance of construction company staffs. These individual characteristics give the impact to work achievement through individual ability improvement and working motivation that lead to construction company staffs’ satisfaction.

Key words: individual characteristic, individual ability, working motivation, working achievement, working satisfaction, SEM (Structural Equation Modelling)