JOB PERFORMANCE MODEL OF CONSTRUCTION WORKERS IN SURABAYA

Summary

Construction work is a solid problem for providing workers and their placements in construction industries. Human resources are the most strategic element in an organization which must be confessed and accepted by construction management. Human resources improvement accompanied with the make-up of work productivity, but in the other side it can cause the happening of extravagance and inefficiency in so many form. It’s imply that giving attention in human factor is one of the strategy to improve workers job performance. The purpose of this research are discussing job performance problems and making a job performance model with the variables influencing, which are individual characteristics, individual ability, work motivation and pressure (stress) in work.

This research uses survey method by giving questionaires to workers who work in building’s construction projects in Surabaya. SEM (Structural Equation Modelling) with the program of AMOS (Analysis of Moment Structure) ver.6.0 accompanied with the test according to model (Goodness of Fit) in structural equation is used as the analysis method with 161 responder.

The result of this research indicate that individual characteristic is positively influence work ability, but not influence work motivation and job performance. Pressure (stress) in work is positively influence work motivation and job performance. Work ability is positively influence job performance but not influence work motivation. Work motivation is negatively influence job performance.

Key words : job performance, work motivation, pressure (stress) in work, work ability, individual characteristic, SEM (Structural Equation Modelling).