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# The Relationship Between Self Adjustment And Work Morale On Contract Employees

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## ABSTRACT

The purpose of this study was to determine the positive relationship between self-adjustment and work morale on contract employees. That is the higher the adjustment, the higher the morale of the contract employee. Respondents in this study are contract employees who are in the Jakarta area, amounting to 73 people. Data collection techniques in this study used the try-out method. From the assumption test results, it is found that the data are normally distributed with a significance value of 0.200 ( $p \geq 0.05$ ) and are linear with a significance value of 0,000 ( $p \leq 0.05$ ). Hypothesis testing in this study uses the Pearson Product Moment correlation technique which shows a correlation coefficient of 0.977 with a significance value of 0.000 ( $p < 0.05$ ). These results indicate that the hypothesis in this study is accepted that there is a positive relationship between adjustment and work morale on contract employees.

**Keywords: Self-Adjustment, Work Morale, Contract Employees.**

## INTRODUCTION

Nowadays in the world of work emerges a group of workers called outsourcing workers or better known as contract employees. According to the 2013 Directorate General of Tax's data , outsourcing workers exist because companies no longer need to take care of recruitment, training, labor administration, payroll and others. Another reason is, companies are no longer bothered with matters of severance pay, THR, layoffs and other problems because all of these matters have been managed by the outsourcing company . This is the

reason why most companies in Indonesia work closely with outsourcing companies to get employees. Problems that arise related to the use of outsourcing is a violation of the provisions of outsourcing . In order to reduce production costs, companies sometimes violate the provisions in force. The consequence was a demonstration of outsourced workers demanding their rights. This has become one of the concerns for foreign investors to set up businesses in Indonesia and outsourcing companies cut labor costs without any restrictions, so that what they receive is reduced more.

According to Muchinsky (2000) work morale is the condition of someone who supports himself to do work faster and better. The work atmosphere in general is a determining factor that can arouse employee morale. For example, the creation of a friendly atmosphere among colleagues, and also the atmosphere of a conducive workspace. Someone who has the morale of work is someone who has pleasure, the absence of conflict, good adjustment, cooperation in a good group, involvement of one's ego at work, good self-acceptance in his work, and the suitability between individuals with company goals. This opinion shows that good adjustment is a supporting factor to arouse work morale. So that adjustment is related to employee morale, according to the definition of adjustment according to Kartono (1994), namely when employees can make adjustments within their scope, work morale can be maintained. Whatever environment the individual is in, he will face certain expectations and demands from the environment that must be fulfilled. In addition, individuals also have needs, expectations, and demands within themselves, which must be aligned with the demands of the environment. If the individual is able to harmonize the two things, then it is said that the individual is able to adjust himself. Someone that resides in a company or part of a team should work with businesses to adjust to the situation of the company, both covering the adjustment with other individuals as part of a working team and the climate work environment itself.

Given the importance of self-adjustment to work morale , it is necessary to examine whether there is a relationship between self-adjustment and morale in contract employees. Ha seal it expected to be used as food for thought and guidance in efforts to raise awareness of the importance of adaptation to the

contract employee morale. Based on the description above, the problem raised in this study is whether there is a relationship between adjustment and work morale on contract employees.

## RESEARCH METHODS

This study uses a quantitative approach to find out more about the relationship between self adjustment and work morale on contract employees. Respondents in this study are contract employees who are based in the Jakarta area, amounting to 73 people. Within aged 17-35 years, with the consideration that at that time is a period where employees are in productive age. Data collection techniques in this study used the try-out method, using scale of adjustment that consists of 50 statements and a scale of morale consisting of 45 statements.. Data analysis was performed using SPSS version 19 .0.

## RESULT AND DISCUSSION

### 1. Validity , Discrimination and Reliability Test Results.

Based on the results on the adjustment scale, it was found that out of 50 items tested there were 35 items that were good and 15 items that were dropped . Correlation of item score with a good total moves from 0.308 to 0.668 which means that this measuring instrument is good for measuring adjustment. From the reliability test results of the measuring instrument, the reliability coefficient figure was 0.889, which means that the measuring instrument was reliable to measure the adjustment.

Based on the results of tests on a scale of morale result that on the 45-item-item tested there are 36 good and 9 item fall . Correlation of item score with a good total moves from 0.316 to 0.684 which means that this measuring instrument is good for measuring adjustment . From the results of the reliability test of the measuring instrument, the reliability coefficient figure was 0.906, which means that the measurement tool was reliable to measure morale.

## 2. Normality and Linearity Test Results.

Based on the results of testing Kolmogorov Smirnov normality on the scale of morale obtained significance results of 0.200 ( $p \geq 0,05$ ). This shows that the distribution of work morale scale scores on research subjects is normal. Linearity test results obtained value of  $F = 1469.763$  with a significance value of 0.000 ( $p \leq 0,05$ ). Thus it can be concluded that the data is linear between adjustment and work morale.

## 3. Hypothesis Test Self Adjustment Scale and Work Morale Scale Results.

From the data analysis, it is known that the correlation coefficient obtained is 0.977 with a significance value of 0.000 ( $p \leq 0.05$ ). These results indicate that there is a very significant positive relationship. This means that the hypothesis in this study is accepted, that there is a positive relationship between self-adjustment and morale in contract employees.

## 4. Discussion

This study aims to test the hypothesis of a positive relationship between self-adjustment and morale in contract employees. The results showed that the hypothesis was accepted with a correlation value of 0.977 and a significance value of 0.000 ( $p \leq 0.05$ ), which means that there was a very significant relationship between adjustment and morale in contract employees. In the linearity test results obtained a significance value of 0,000 which means the results of the study are linear and the relationship direction graph tends to the right which shows the direction of a positive relationship, ie the higher the adjustment, the higher the morale of contract employees.

The results obtained in the study, support the researchers' assumptions regarding the existence of a positive relationship between adjustment and work morale. This is in line with the results of Anwar's research (2013) that there is a significant relationship between employee adjustment and work. The results of Darmawan's research (2008) show that employees in the contract system need to be treated well so that employees remain enthusiastic at work. The leadership of the organization

is required to treat employees well and to view them as human beings who have both material and non-material needs. Organizational leaders also need to know, be aware of and try to meet the needs of their employees, so that employees in the contract system can work in accordance with organizational expectations, namely as the driving force for organizations that are required to work more passionately to be able to face competition, and be able to maintain the organization's existence. Based on the results of research in the description of the subject categories for each variable, the results obtained that the adjustment possessed by the subjects included in the high category, with an empirical mean of 106.27 and a standard deviation of 17.5. The morale possessed by the subject is also included in the high category, with an empirical mean of 109.48 and a standard deviation of 18. The results obtained in this study indicate that contract employees who are well adjusted will have good morale as well. Adjustment owned by the employee is very instrumental in helping to increase morale and put themselves well in their environment. Like the opinion of Nitisemito (2000) work morale is a condition of someone who supports himself to do work faster and better. The morale of one's work is influenced by many things including environmental conditions.

## CONCLUSIONS AND SUGGESTIONS

Based on the results of the data that have been described in the above research it can be concluded that the research hypothesis is accepted that there is a very significant positive relationship between self-adjustment and work morale on contract employees which shows a strong closeness of relationship, is the higher the adjustment, the higher the morale at contract employees. The description of the respondent categories on each variable, the results show that the adjustment that is owned by the respondents included in the high category which shows that contract employees who have a good adjustment will have a good morale. In the description of respondents by sex it is known that female employees have a higher level of adjustment and morale than male employees because women tend to have close social relations with their friends compared to men.

It is expected that from the results of research and advice provided, it will be able to enrich and advance scientific research, especially research on Industrial and Organizational Psychology. For further research is expected to develop this research. It would be better if for further research combined with qualitative research methods about self-adjustment and work enthusiasm by holding in-depth interviews and observations. So that many aspects can be explored more in terms of self-adjustment and work morale.

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