

ABSTRACT

The attitude of the individual to a job will affect the work behavior that can be reflected in the value of performance owned. Therefore, each individual can have different performance values with each other. The difference in the value of performance between permanent employees and contract employees to the background in this study, the difference in value of performance will be analyzed based on work value owned by permanent employees and contract employees.

The purpose of this research is to analyze the difference of work value between permanent employees and contract employees in credit division of Bank "X" Branch Office of Semarang based on work value dimension according to Wollack. This research uses qualitative method with case study approach and using interview, documentation and tracing of online data as data collection method. Data analysis methods used in this study include data reduction, data presentation, and conclusions. Member check is used as a method of data validation in this study.

The result of the research shows that there are differences of intrinsic work value and extrinsic work value between permanent and contract employee in credit division of Bank "X" of Semarang Branch Office. In the intrinsic work value differences are seen in all dimensions, especially in pride in work and upward striving. While in extrinsic work value the difference is also seen in all dimensions, especially in social status.

Keywords: Performance, Permanent Employee, Contract Employee, Intrinsic Work Value, Extrinsic Work Value