

ABSTRACT

This research is referred to the difference of the result from several former research. The difference mentioned is whether there is or not the impact between two variable in the research. From the two researches done by Indi Djastuti and Thomas et al., there were two different results. In accordance with the result, there was a research gap between job characteristic and job satisfaction.

The objective of the research is to find out the impact of job characteristic towards job satisfaction of employees. The research which describes the collected data objectively by excluding the general conclusion or generalization. Population in the research is all of the civil servants in Balitbang office, Central Java Province. Samples in the research are 76 people who work in Balitbang office, Central Java Province. They were taken by census. The collecting of data was done by questionnaire.

The most influential independent variable towards dependent variable is feedback variable. The test result t proves that all independent variable (skill variety, task identity, task significance, autonomy dan feedback) have positive impact towards dependent variable in the forms of job satisfaction of employee in Balitbang office, Central Java Province. It is considered important to job satisfaction of employees in Balitbang office, Central Java Province.

Keyword : job satisfaction, job characteristics, skill variety, task identity, task significance, autonomy, feedback