

**PENGARUH *SEXUAL HARASSMENT EXPERIENCE*, *JOB INVOLVEMENT* DAN
WORK ENGAGEMENT TERHADAP *JOB OUTCOME* DI INDUSTRI PERHOTELAN
(Survey Pada Pekerja di Industri Perhotelan)**

TESIS

Diajukan untuk memenuhi salah satu persyaratan untuk memperoleh gelar

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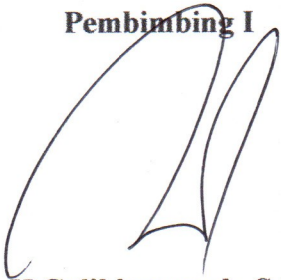
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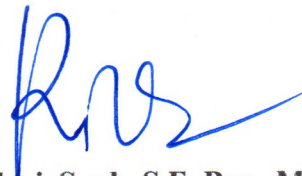
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ABSTRAK

Silvia Septyani Koswara (2012937). “PENGARUH *SEXUAL HARASSMENT EXPERIENCE*, *JOB INVOLVEMENT* DAN *WORK ENGAGEMENT* TERHADAP *JOB OUTCOME* DI INDUSTRI PERHOTELAN (Survey Pada Pekerja di Industri Perhotelan)”, dalam bimbingan Dr. A.H. Galih Kusumah, S.ST., M.M., CHE., dan Dr. Rini Andari, S.Pd., S.E.Par., M.M.

Sexual Harassment Experience merupakan masalah utama yang dapat merugikan seseorang atau perusahaan dan salah satu bentuk dari kekerasan sosial. *Sexual Harassment Experience* biasanya terjadi di tempat umum seperti tempat kerja, sekolah, pusat perbelanjaan, jalan, transportasi umum maupun tempat ibadah. *Sexual Harassment Experience* dapat menyebabkan kepuasan kerja karyawan berada ditingkat yang rendah dan gangguan kesehatan. Perilaku pekerja menjadi sebuah fenomena yang selalu dialami oleh perusahaan dalam system pengelolaan sumber daya manusia, salah satu bentuk perilaku pekerja tersebut dengan adanya *job outcome*. *Work engagement* yaitu hal positif dalam memenuhi kondisi dan pikiran yang berhubungan dengan pekerjaan yang ditandai dengan antusiasme, *Job involvement* sebagai tingkatan pekerja meleburkan diri dengan pekerjaan sehingga mengorbankan waktu dan energi dikarenakan memandang suatu pekerjaan merupakan bagian penting dalam kehidupannya. Penelitian ini bertujuan untuk mengukur seberapa besar pengaruh *Sexual Harassment Experience*, *Job Involvement* dan *Work Engagement* terhadap *Job Outcome* di industri perhotelan. Jenis penelitian ini adalah deskriptif dan survey dengan menggunakan metode penelitian kuantitatif yang memakai sampel sebanyak 200 responden pekerja di industri perhotelan. Hasil analisis menunjukkan bahwa terdapat pengaruh yang signifikan diantara *Sexual Harassment Experience*, *Job Involvement* dan *Work Engagement* terhadap *Job Outcome* di industri perhotelan.

Kata kunci: *Sexual Harrasment Experience*, *Job Involvement*, *Work Engagement*, *Job Outcome*

ABSTRACT

Silvia Septyani Koswara (2012937). “*The Effect Of The Sexual Harassment Experience, Job Involvement And Work Engagement on Job Outcome at Hotel Industry (Survey Of Hotel Industry Staff)*”, Under the Guidance of Dr. A.H. Galih Kusumah, S.ST., M.M., CHE., dan Dr. Rini Andari, S.Pd., S.E.Par., M.M.

Sexual harassment experience is the main problem which can have a person or company and one form of social violence. Sexual harassment experience usually occurs in public spaces like work, school, shopping centers, the way, public transportation and places of worship. Sexual harassment experience can cause employees are in urban village sub district job satisfaction is low and an impairment of health. Behavior employment to a phenomenon that is always experienced by companies in human resource management system, one of the forms of behavior workers are on the job outcome. Work engagement which is that positive in fulfilling a condition and mind that deals with work characterized by enthusiasm, job level involvement as workers immerse myself to the work so as their time and energy to see a work constitutes the essential part of they life. This study attempts to measure how big the influence of sexual harassment experience, job involvement and work engagement to job outcome in hospitality industry. The kind of research this is descriptive and quantitative research survey by using the method in samples from 200 workers in the hotel industry. Showed that analysis is the significant experience of sexual harassment, job involvement and work engagement to job outcome in hospitality industry.

Keyword: *Sexual Harrasment Experience, Job Involvement, Work Engagement, Job Outcome*

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