

## ABSTRACT

**Elvira, Rio, 2013. The Role of Psychological Aspects in the Employees' Work Achievement at PT. Pindad (Persero) Turen Malang.**

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Work achievement is a maximum effort by individual in an organization in order to achieve the organizational goal. A factor behind work achievement is psychological aspects. The psychological aspects are a psychic potential influencing individual in their every life stage. Therefore, psychological aspects are always important in the individual environment. Psychological aspects also play important role in the industrial world and these aspects are motivation, work satisfaction and work discipline. Work achievement and psychological aspects are related because high psychological aspects among employees will produce high work achievement. An effort by company to increase employees' work achievement is by considering psychological aspects of employees.

Problem determined in this research is whether psychological aspects play a role on employees' work achievement at PT. Pindad (Persero) Turen, Malang. The objective of research is to understand the psychological aspects on employees' work achievement at PT. Pindad (Persero) Turen, Malang.

Research type is correlational quantitative. Work motivation, work satisfaction and work discipline are independent variable, while work achievement is dependent variable. *Product Moment Correlation* technique is used to test the role of psychological aspects on employees' work achievement. The category of psychological aspects rate based on work motivation is determined by measuring *mean* and *deviation standard*. It is strengthened by Analysis of Percentage.

Subject of research is 60 employees (non-production) at PT. Pindad (Persero) Turen Malang. The sample is 41 employees who are selected by *purposive sampling* technique. Two scales are used as the measuring tool, which are psychological aspects scale and work achievement scale. These scales are developed by the author in the format of 40-items Likert Scale.

Result of research indicates that 2 employees (4.88 %) have high psychological aspects rate, 38 employees (92.68 %) have moderate psychological aspects rate, and only 1 employee (2.44 %) has low psychological aspects rate. Meanwhile, 3 employees (7.32 %) have high work achievement, 37 employees (90.24 %) have moderate work achievement, and only 1 employee (2.44 %) has low work achievement. Result of *Product Moment Analysis* shows that  $r_{\text{count}} > r_{\text{table}}$  ( $0.779 > 0.308$ ) or the significance rate  $<$  obvious degree of 5 % ( $0.000 < 0.05$ ). It is then concluded that psychological aspects have significant role on work achievement. Coefficient of correlation is positive, and therefore, higher level of psychological aspects means higher level of work achievement.