

ANALISIS *PERSON-ORGANIZATION FIT* PADA CV ARKATAMA RITELINDO YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis *person-organization fit* pada CV Arkatama Ritelindo Yogyakarta. Sampel yang digunakan pada penelitian ini sebanyak 47 orang. Metode perolehan data menggunakan kuesioner yang diukur dengan skala *likert*. Metode analisis data menggunakan analisis deskriptif, uji validitas, uji reliabilitas, dan rata-rata hitung. Penelitian ini menggunakan metode deskriptif kuantitatif. Berdasarkan hasil penelitian secara keseluruhan, variabel *person-organization fit* memiliki rata-rata hitung sebesar 3,07 yang termasuk dalam kategori cukup setuju. Berdasarkan indikator kesesuaian nilai memiliki rata rata hitung sebesar 3,99 yang termasuk dalam kategori setuju. Berdasarkan indikator kesesuaian tujuan memiliki rata rata hitung sebesar 3,93 termasuk dalam kategori setuju. Berdasarkan indikator kesesuaian pemenuhan kebutuhan karyawan memiliki rata rata hitung sebesar 2,15 termasuk dalam kategori tidak setuju. Berdasarkan indikator kesesuaian karakteristik kultur-kepribadian memiliki rata rata hitung sebesar 2,19 termasuk dalam kategori tidak setuju.

Kata Kunci: *Person-Organization Fit, Kesesuaian Nilai, Kesesuaian Tujuan, Pemenuhan Kebutuhan Karyawan, Kesesuaian Karakteristik Kultur-Kepribadian*

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Abstract

This study aims to analyze the person-organization fit at CV Arkatama Ritelindo Yogyakarta. The sample used in this study were 47 people. The data acquisition method uses a questionnaire measured by a Likert scale. Methods of data analysis using descriptive analysis, validity test, reliability test, and arithmetic mean. This study uses a quantitative descriptive method. Based on the results of the study as a whole, the person-organization fit variable has an average count of 3.07 which is included in the quite agree category. Based on the value suitability indicator, it has an average count of 3.99 which is included in the agree category. Based on the suitability of the objectives indicator, it has an average count of 3.93 which is included in the agree category. Based on the suitability indicator for fulfilling employee needs, it has an average count of 2.15, which is included in the disagree category. Based on the suitability indicator of cultural-personality characteristics, it has an average count of 2.19, which is included in the disagree category.

Keywords: *Person-Organization Fit, Value Suitability, Goal Suitability, Employee Needs Fulfillment, Cultural-Personality Characteristic Suitability*