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Glossary

Altruism sifat dan sikap seseorang yang mementingkan kepentingan orang lain di atas kepentingan diri dan kelompoknya.

Competence Keahlian teknis yang dimiliki perorangan dan atau kelompok.

Conceptual skill keahlian yang dimiliki seseorang karena kemampuannya di bidang ilmu tertentu yang melebihi ilmu yang dimiliki oleh orang lain.

Employee turnover tingkat perputaran karyawan baik yang masuk maupun yang keluar dari organisasi atau perusahaan karena alasan tertentu.

Human skill keahlian yang dimiliki seseorang karena kemampuannya dalam berkomunikasi dan atau berinteraksi dengan orang lain.

Humanistic, suatu pendekatan melalui perspektif kemanusiaan untuk mencari pemecahan masalah yang menyangkut manajemen sumberdaya manusia dan perilaku keorganisasian.

Integrity kejujuran dan kepercayaan.

Kepuasan kerja suatu kondisi positif yang dirasakan individu tertentu terhadap kegiatan, kondisi kerja, dan atau lingkungan sosial terdekatnya yang ditunjukkan melalui sikap.

Kinerja Karyawan suatu capaian yang dihasilkan oleh individu karyawan berdasarkan standar yang telah ditentukan organisasi.

Kinerja organisasi suatu capaian yang dihasilkan oleh anggota organisasi secara keseluruhan berdasarkan standard yang telah ditentukan organisasi.

Loyalty keinginan individu untuk berkomitmen bagi orang lain atau organisasi untuk tujuan bersama.

Motivasi intrinsik sosio sensitif suatu daya dorong yang dimiliki seseorang akibat adanya respon negatif dari lingkungan terdekatnya hingga tergerak untuk berbuat lebih baik kini dan mendatang.

Motivasi kerja suatu daya dorong yang dimiliki seseorang karena lingkungan sekitarnya.

Presensi karyawan, suatu daftar atau lembaran yang menunjukkan kehadiran karyawan dalam suatu perusahaan atau organisasi.

Produktivitas karyawan perbandingan hasil secara kuantitatif antar hasil output dengan sumber input (sumberdaya) yang digunakan.

Prosocial motivation daya dorong seseorang untuk ikut serta dalam membantu sesama partner kerjanya tanpa pamrih.

Recognition program penghargaan yang diberikan manajemen organisasi kepada individu yang dinilai berprestasi.

Institutional Trust kepercayaan organisasi kepada para anggotanya berbentuk pemberian berbagai kesempatan untuk pengembangan diri dan kualitas diri para anggota organisasi

Technical skill keahlian yang dimiliki seseorang karena kemampuannya di bidang keahlian yang bersifat teknis (operasional) yang melebihi keahlian teknis yang dimiliki oleh orang lain.

UCB (University Citizenship Behavior) perilaku saling membantu sesama orang yang terjadi di lingkungan kampus atau universitas demi tujuan bersama.

Variabel antecedent variabel yang mendahului variabel lainnya dan dapat atau tidak mempengaruhi terhadap variabel yang didahuluinya.

