Task Characteristics

Autonomy

Work Scheduling Autonomy
1. This job allows me to make my own decisions about how to schedule my work.
2. This job allows me to decide on the order in which things are done on the job.
3. This job allows me to plan how I do my work.

Decision-Making Autonomy
1. This job allows me to make a lot of decisions on my own.
2. This job allows me to decide on the order in which things are done on the job.
3. This job provides me with significant autonomy in making decisions.

Work Methods Autonomy
1. This job allows me to make decisions about what methods I use to complete my work.
2. This job gives me considerable opportunity for independence and freedom in how I do the work.
3. This job allows me to decide on my own how to go about doing my work.

Task Variety
1. This job involves a great deal of task variety.
2. This job involves doing a number of different things.
3. This job requires the performance of a wide range of tasks.
4. This job involves performing a variety of tasks.

Task Significance
1. The results of my work are likely to significantly affect the lives of other people.
2. This job itself is very significant and important in the broader scheme of things.
3. This job has a large impact on people outside the organization.
4. The work performed on the job has a significant impact on people outside the organization.

Original

Karakter tugas

Mandiri

Mandiri membuat jadwal kerja
1. Pekerjaan tersebut memberi keleluasaan untuk saya membuat keputusan mengenai jadwal kerja.
2. Pekerjaan tersebut memberi keleluasaan untuk saya membuat urutan penyelesaian pekerjaan.
3. Pekerjaan tersebut memberi keleluasaan untuk saya merencanakan pengerjaan.

Mandiri membuat keputusan
1. Pekerjaan tersebut memberi kesempatan untuk saya menggunakan inisiatif dan penilaian saya pribadi dalam pengerjaannya.
2. Pekerjaan tersebut memberi keleluasaan untuk saya membuat banyak keputusan sendiri.
3. Pekerjaan tersebut memberi keleluasaan penuh sehingga saya bisa secara mandiri mengambil keputusan.

Mandiri dalam pengerjaan
1. Pekerjaan tersebut memberi keleluasaan untuk saya memutuskan mengenai metode yang saya gunakan dalam penyelesaian.
2. Pekerjaan tersebut memberi keleluasaan untuk saya memutuskan metode yang cocok untuk kemandirian dan kebebasan dalam pengerjaannya.
3. Pekerjaan tersebut memberi keleluasaan untuk saya memutuskan sendiri bagaimana menggunakan peralatan tersebut.

Kebutuhan dalam tugas
1. Pekerjaan tersebut memerlukan rupa-rupa tugas.
2. Pekerjaan tersebut ditujukan untuk mengatasi banyak hal yang berbeda.
3. Pekerjaan tersebut mengharuskan pengerjaan dalam rupa-rupa tugas.
4. Pekerjaan tersebut melibatkan pengerjaan berbagai macam pekerjaan.

Dampak kepada pekerja

The characteristics of the work

Mandiri

The autonomy of the schedule work
1. This job allows me to make my decisions personally in the matter schedule the work.
2. This job allows me to decide what work that is carried out in this work.
3. This job allows me to plan how I will do my work.

The autonomy of the decision maker
1. This job gives me the opportunity to use the initiative or my personal opinion in solve the task.
2. This job allow me to make many decisions by myself.
3. This job give me the autonomy that is significant in the making of decisions.

The autonomy of the work method
1. This job allows me to make decisions concerning whether methods that are used by me to complete the work.
2. This job give me the opportunity that many to un independence and the freedom in how I do this work.
3. This job allows me to break to myself how I do my work.

The kind of task
1. This job includes many kind of task.
2. This job includes the execution of several difference matters.
3. This job requires the performance from various tasks.
4. This job includes the completing of various task.

The meaning task
1. Results of my work of having the influence that is significant for the life of the other person.
2. This job personally meant so much and very important in the matter that more wide.
3. This job has the impact that was big to the person outside organization.
4. This job that is produced in this work of having the impact that was significant to the person outside from the organization.
Task Identity
1. The job involves completing a piece of work that has an obvious beginning and end.
2. The job is arranged so that I can do an entire piece of work from beginning to end.
3. The job provides me the chance to completely finish the pieces of work I begin.
4. The job allows me to complete work I start.

Feedback From Job
1. The work activities themselves provide direct and clear information about the effectiveness (e.g., quality and quantity) of my job performance.
2. The job itself provides feedback on my performance.
3. The job itself provides me with information about my performance.

Knowledge Characteristics
Job Complexity
1. The job requires me to solve problems that have no obvious correct answer.
2. The job requires me to analyze a lot of information.
3. The job requires me to keep track of more than one thing at a time.
4. The job requires me to monitor a great deal of information.
5. The job involves performing relatively simple tasks.
6. The job involves completing a piece of work that has an obvious beginning and end.
7. The job requires me to be creative.
8. The job requires me to utilize a variety of different skills in order to complete the work.
9. The job requires me to use a number of complex or high-level skills.

Problem Solving
1. The job involves solving problems that have no obvious correct answer.
2. The job requires me to be creative.
3. The job often involves dealing with problems that I have not met before.
4. The job requires unique ideas or solutions to problems.

Skill Variety
1. The job requires a variety of skills.
2. The job requires me to utilize a variety of different skills in order to complete the work.
3. The job requires me to use a number of complex or high-level skills.

1. This job involves completing a piece of work that has an obvious beginning and end.
2. The job is designed so as I could do all part of the work from the beginning through to the end.
3. This job give the opportunity for me to complete all the work part that I begin.
4. This job allows me to complete the work that I begin.

Feedback of work
1. The activity of the work personally give the directive and information that were clear about the effectiveness (for example the quality and the quantity) from the achievement of my work.
2. The job personally give feedback in the my performance.
3. The job personally give information about my performance.

Characteristically knowledge
1. The diversity of the job
2. The job requires that I only do one task or one activity at one time.
3. The job in this work is simple and not complicated
4. This job reduces relative the task that not complicated
5. The job includes the relatively simple task resolution

Information Processing
1. The job involves me to monitor a great deal of information.
2. The job requires me to analyze a large amount of thinking.
3. The job requires me to keep track of more than one thing at a time.
4. The job requires me to analyze a lot of information.

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3. The job requires me to use a number of complex or high-level skills.
4. The job requires the use of a number of skills.

Specialization
1. The job is highly specialized in terms of purpose, tasks, or activities.
2. The tools, procedures, materials, and so forth used on this job are highly specialized.
3. The job requires specialization in knowledge and skills.
4. The job requires a depth of knowledge and expertise.

Social Characteristics
Social Support
1. I have the opportunity to develop close friendships in my job.
2. I have the chance in my job to get to know other people.
3. I have the opportunity to meet with others in my work.
4. My supervisor is concerned about the welfare of the people that work for him/her.
5. People I work with take a personal interest in me.
6. People I work with are friendly.

Interdependence
Initiated Interdependence
1. The job requires me to accomplish my job before others complete their job.
2. Other jobs depend directly on my job.
3. Unless my job gets done, other jobs cannot be completed.

Received Interdependence
1. The job activities are greatly affected by the work of other people.
2. The job depends on the work of many different people for its completion.
3. My job cannot be done unless others do their work.

Interaction Outside Organization
1. The job requires spending a great deal of time with people outside my organization.
2. The job involves interaction with people who are not members of my organization.
3. On the job, I frequently communicate with people who do not work for the same organization as I do.
4. The job involves a great deal of interaction with people outside my organization.

Pengelolaan Informasi
20. pekerjaan tersebut memerlukan saya untuk melihat banyak informasi.
21. pekerjaan tersebut mengharuskan saya banyak berfikir.
22. pekerjaan tersebut mengharuskan saya mencatat banyak hal pada saat yang sama.
23. pekerjaan tersebut memerlukan saya untuk menganalisa informasi.

Penyelesaian masalah
24. pekerjaan melibatkan aktivitas penyelesaian masalah, dimana tidak ada jawaban yang nyata-nyata benar.
25. pekerjaan tersebut memerlukan saya untuk kreatif.
26. seringkali pekerjaan akan menyebabkan saya terlibat dengan persoalan yang belum pernah hadapi sebelumnya.
27. pekerjaan membutuhkan ide-ide unik dalam penyelesaiannya.

Keragaman keahlian
28. pekerjaan membutuhkan beragam keahlian.
29. pekerjaan membutuhkan saya untuk memiliki beragam keahlian untuk dapat menyelesaikan pekerjaan.
30. pekerjaan membutuhkan saya untuk memiliki banyak keahlian yang komplementer dalam level yang tinggi.
31. pekerjaan membutuhkan banyak keahlian.

Spesialisasi
32. pekerjaan disiplin secara terperinci dalam suatu, topik maupun aktivitas.
33. alat, prosedur, bahan dan hal lain yang digunakan dalam pekerjaan ini telah melalui proses pemilihan/spesialisasi yang ketat dalam penggunaannya.
34. pekerjaan membutuhkan pengetahuan dan keahlian tersebut.
35. pekerjaan membutuhkan pengetahuan dan keahlian yang mendalam.

Social characteristics
Social support
1. I have opportunities to develop close relationships on my job.
2. I have the chance on my job to get to know other people.
3. I have opportunities to meet the other people on my job.
4. My supervisor is concerned about the welfare of the people who work for him/her.
5. The people I work with take a personal interest in me.
6. The people I work with are friendly.

Interdependency
Interdependency support
1. This job requires me to finish my work before the other do.
2. The other job depends directly on my job.
3. If my job has not finished, the other job can not be finished.

Receive dependency
1. This job activities are influenced much by other people’s job.
2. This job depends to other people different work in term of finishing.
3. My job can be not finished, if other people don’t do their work.

External organization relationship
1. This job requires any time opportunities with other people outside this organization.
2. This job includes relations with people who are not the member of this organization.
3. At work, I often communicate with other people who are not work to the same organization as me.
Feedback From Others
1. I receive a great deal of information from my manager and coworkers about my job performance.
2. Other people in the organization, such as managers and coworkers, provide information about the effectiveness (e.g., quality and quantity) of my job performance.
3. I receive feedback on my performance from other people in my organization (such as my manager or coworkers).

Work Context

Ergonomics
1. The seating arrangements on the job are adequate (e.g., ample opportunities to sit, comfortable chairs, good postural support).
2. The work place allows for all size differences between people in terms of clearance, reach, eye height, leg room, etc.
3. The job involves excessive reaching (reverse scored).

Physical Demands
1. The job requires a great deal of muscular endurance.
2. The job requires a great deal of muscular strength.
3. The job requires a lot of physical effort.

Work Conditions
1. The work place is free from excessive noise.
2. The climate at the work place is comfortable in terms of temperature and humidity.
3. The job has a low risk of accident.
4. The job takes place in an environment free from health hazards (such as chemicals, fumes, etc.).
5. The job occurs in a clean environment.

Equipment Use
1. The job involves the use of a variety of different equipment.
2. The job involves the use of complex equipment or technology.
3. A lot of time was required to learn the equipment used on the job.

Karakteristik social
Dukungan sosial
36. Saya memiliki kesempatan untuk mengembangkan persahabatan yang akrab dalam pekerjaan.
37. Saya memiliki kesempatan mengenal orang lain dalam pekerjaan.
38. Saya memiliki kesempatan untuk bertemu dengan orang lain dalam pekerjaan.
40. Rekan sekerja akan mengambil keuntungan dari saya.
41. Rekan sekerja sangat ramah.

Ketergantungan
1. Pekerjaan ini mengharuskan saya menyelesaikan tugas saya sebelum orang lain menyelesaikannya.
2. Pekerjaan ini mengharuskan saya menyelesaikan tugas saya sebelum orang lain menyelesaikannya.
3. Pekerjaan orang lain memiliki ketergantungan secara langsung dengan tugas saya.
4. Hanya jika pekerjaan saya selesai, baru pekerjaan orang lain dapat selesai.
5. Aktivitas pekerjaan benar-benar berdampak pada pekerjaan orang lain.
6. Penyelesaian pekerjaan bergantung pada banyak orang.
7. Pekerjaan saya tidak dapat dilakukan, kecuali orang lain melakukan pekerjaan mereka.

Interaksi diluar organisasi
2. Pekerjaan mengharuskan saya menghabiskan banyak waktu dengan orang-orang di luar organisasi.
3. Pekerjaan ini mengharuskan saya menerima intrusi dengan orang-orang yang bekerja pada organisasi yang berbeda.

Work content

Ergonomics
1. The seating arrangements on the job are adequate (e.g., ample opportunities to sit, comfortable chairs, good postural support).
2. The work place allows for all size differences between people in terms of clearance, reach, eye height, leg room, etc.
3. The job involves excessive reaching (reverse scored).

Physical Demands
1. The job requires a great deal of muscular endurance.
2. The job requires a great deal of muscular strength.
3. The job requires a lot of physical effort.

Work Conditions
1. The work place is free from excessive noise.
2. The situation on workplace is comfortable in terms temperature and humidity.
3. The job has a low risk of accident.
4. The job requires location on environment that free from healthy diseases (such as chemical, fumes, etc.).
5. The job applies on clean environment.

Equipment Use
1. The job involves the use of a variety of different equipment.
2. The job involves the use of complex equipment or technology.
3. A lot of time was required to learn the equipment used on the job.
organisasi.

Masukan dari orang lain
52. Saya menerima banyak informasi dari manajer dan rekan kerja mengenai kinerja saya.
53. Orang lain dalam organisasi, seperti manajer dan rekan kerja menyediakan informasi mengenai efektivitas kinerja saya.
54. Saya menerima banyak masukan mengenai kinerja saya dari orang lain dalam organisasi (seperti manajer dan rekan kerja)

Ergonomics
55. Pengaturan tempat duduk memuaskan (misalkan: cukup untuk memenuhi kebutuhan akan tempat duduk, kursi nyaman, cukup mendukung postur tubuh)
56. Tempat kerja yang sesuai untuk berbagai macam orang dengan berbagai karakteristik fisik dalam hal ruang gerak, jangkauan, jarak pandang, tinggi laci kunci dan lain sebagainya
57. Pekerjaan membutuhkan penjangkauan secara berlebihan (nilai skor berbanding terbalik)

Kondisi fisik yang dipupuk
58. Pekerjaan membutuhkan banyak kontraksi otot-otot
59. Pekerjaan menimbulkan banyak kecemasan fisik
60. Pekerjaan menyebabkan banyak kelelahan fisik

Kondisi kerja
61. Tempat kerja bebas dari suara-suara yang mengganggu
62. Siklus kerja nyaman, dalam hal temperature dan kelembapan
63. Pekerjaan memiliki resiko kecelakaan yang kecil.
64. Pekerjaan berlokasi di lingkungan yang bebas dari hal-hal yang membahayakan kesehatan (misalnya bahan-bahan kimia, gas beracun)
65. Pekerjaan memungkinkan lingkungan yang bersih.

Perlengkapan yang diperlukan
66. Pekerjaan melibatkan beragam perlengkapan yang berbeda.
67. Pekerjaan menggunakan perlengkapan yang kompleks atau berisi teknologi tinggi.
68. Banyak waktu yang diperlukan untuk mempelajari perlengkapan yang digunakan dalam pekerjaan.

Diambil dan disadur dari:
69. a Campion & McTelland (1991)
70. b Hackman & Oldham (1980)
71. c Idaszak & Drasgow (1987)
72. d Karasek et al. (1998)
73. e Kiggundu (1983)
74. f Sims, Szilagyi, & Keller (1976)
75. g Wall, Jackson, & Mullarkay (1995)