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APPENDICES

QUESTIONNAIRE

ANALYSIS OF PERSON ENVIRONMENT FIT AND PERSON VOCATION FIT TOWARDS EMPLOYEES JOB SATISFACTION IN HOTEL INDUSTRY CASE STUDY: HARD ROCK HOTEL BALI

Dear Respondent,

My name is Karen Janesia L Tangke and I am currently a student from Swiss German University studying Hotel and Tourism Management. As part of the requirement to receive my bachelor's degree, I am required to do a research about the topic of my choosing. I choose my topic to be about the analysis of person environment fit and person vocation fit towards employee's job satisfaction in hotel industry (case study Hard Rock Hotel, Bali).

In order to finish the thesis, I would like to kindly invite you to participate in my research by completing the questionnaire. Your participation is voluntary, and the identities of the respondents will be kept anonymous.

The questionnaire will take approximately 5-10 minutes. Your time and opinions are deeply appreciated.

If you have any questions regarding the survey or the research, please do not hesitate to contact me on email karen.tangke@student.sgu.ac.id

Best Regards,

Karen Tangke

Responden yang terhormat,

Nama saya Karen Janesia L Tangke dan saat ini saya adalah mahasiswa dari Swiss German University mengambil jurusan Manajemen Hotel dan Pariwisata. Sebagai bagian dari persyaratan untuk mendapatkan gelar sarjana saya, saya diharuskan untuk melakukan penelitian tentang topik yang saya pilih. Topik yang saya pilih adalah tentang analisis kecocokan lingkungan seseorang dan kecocokan panggilan seseorang terhadap kepuasan kerja karyawan di industri perhotelan (studi kasus Hard Rock Hotel, Bali).

Untuk menyelesaikan skripsi ini, saya ingin mengundang Anda untuk berpartisipasi dalam penelitian saya dengan mengisi kuesioner. Partisipasi Anda bersifat sukarela, dan identitas responden akan dirahasiakan.

Kuesioner akan memakan waktu sekitar 5-10 menit. Waktu dan pendapat Anda sangat dihargai.

Jika Anda memiliki pertanyaan tentang survei atau penelitian, jangan ragu untuk menghubungi saya di email karen.tangke@student.sgu.ac.id

Salam Hormat,

Karen Tangke

Analysis of Person Environment Fit and Person Vocation Fit towards Employee's Job Satisfaction in Hotel Industry Case Study: Hard Rock Hotel, Bali (Analisis Kecocokan Lingkungan Seseorang dan Kecocokan Panggilan Seseorang Terhadap Kepuasan Kerja Karyawan Pada Industri Perhotelan Studi Kasus: Hard Rock Hotel, Bali)

Dear Respondent,

My name is Karen Janesia L Tangke and I am currently a student from Swiss German University studying Hotel and Tourism Management. As part of the requirement to receive my bachelor's degree, I am required to do a research about the topic of my choosing. I choose my topic to be about the analysis of person environment fit and person vocation fit towards employee's job satisfaction in hotel industry (case study Hard Rock Hotel, Bali).

In order to finish the thesis, I would like to kindly invite you to participate in my research by completing the questionnaire. Your participation is voluntary, and the identities of the respondents will be kept anonymous.

The questionnaire will take approximately 5-10 minutes. Your time and opinions are deeply appreciated.


If you have any questions regarding the survey or the research, please do not hesitate to contact me on email karen.tangke@student.sgu.ac.id

Karen Tangke

Responden yang terhormat,

Nama saya Karen Janesia L Tangke dan saat ini saya adalah mahasiswa dari Swiss German University mengambil jurusan Manajemen Hotel dan Pariwisata. Sebagai bagian dari persyaratan untuk mendapatkan gelar sarjana saya, saya diharuskan untuk melakukan penelitian tentang topik yang saya pilih. Topik yang saya pilih adalah tentang analisis kecocokan lingkungan seseorang dan kecocokan panggilan seseorang terhadap kepuasan kerja karyawan di industri perhotelan (studi kasus Hard Rock Hotel, Bali).

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Kuesioner akan memakan waktu sekitar 5-10 menit. Waktu dan pendapat Anda sangat dihargai. 

Jika Anda memiliki pertanyaan tentang survei atau penelitian, jangan ragu untuk menghubungi saya di email karen.tangke@student.sgu.ac.id

Salam Hormat,

Karen Tangke

 karen.tangke@student.sgu.ac.id (not shared) [Switch account](#) 

* Required

Do you agree to participate? (Apakah Anda setuju untuk berpartisipasi?) *

Yes

No

Analysis of Person Environment Fit and Person Vocation Fit towards Employee's Job Satisfaction in Hotel Industry Case Study: Hard Rock Hotel, Bali (Analisis Kecocokan Lingkungan Seseorang dan Kecocokan Panggilan Seseorang Terhadap Kepuasan Kerja Karyawan Pada Industri Perhotelan Studi Kasus: Hard Rock Hotel, Bali)

karen.tangke@student.sgu.ac.id (not shared) [Switch account](#)

* Required

Person Environment Fit Questions (Pertanyaan Kecocokan Lingkungan Seseorang)

You are about to fill the questionnaire about person environment fit.

Anda akan mengisi kuesioner tentang kecocokan lingkungan seseorang.

Please rate the following items with (Silakan menilai pernyataan berikut dengan):

Please rate the following items with (Silakan menilai pernyataan berikut dengan):

1. Strongly Disagree (Sangat Tidak Setuju)
2. Disagree (Tidak Setuju)
3. Neither agree nor disagree (Netral)
4. Agree (Setuju)
5. Strongly Agree (Sangat Setuju)

I feel positive and up most of the time I am working. (Saya merasa positif dan semangat sebagian besar waktu saya bekerja.) *

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree 

I am engaged in meaningful work. (Saya terlibat dalam pekerjaan yang berarti.) *

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I have opportunities to learn what I want to learn. (Saya memiliki kesempatan untuk mempelajari apa yang ingin saya pelajari.) *

	1	2	3	4	5	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree


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I believe that I am a fast learner. (Saya percaya saya adalah pembelajar yang cepat.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I can do every on-the-job (job task) that given. (Saya dapat mengerjakan setiap pekerjaan yang diberikan.) *

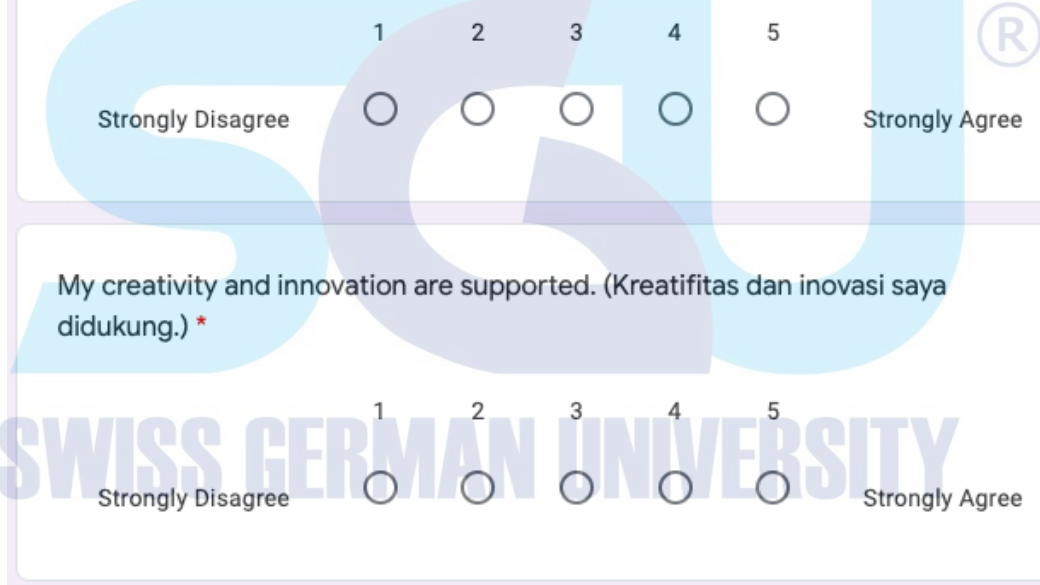
1 2 3 4 5 

Strongly Disagree Strongly Agree

My creativity and innovation are supported. (Kreatifitas dan inovasi saya didukung.) *

1 2 3 4 5

Strongly Disagree Strongly Agree



It is important that every person has equal opportunities. (Penting bahwa setiap orang memiliki kesempatan yang sama.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

It is important that every person treated justly. (Penting bahwa setiap orang diperlakukan secara adil.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

It is important to have authority over others. (Penting untuk memiliki otoritas atas orang lain.) *

1 2 3 4 5


Strongly Disagree Strongly Agree

I am searching for my calling in career. (Saya mencari panggilan saya dalam karir.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I am looking for work that will help me live out my life's purpose. (Saya mencari pekerjaan yang akan membantu saya menjalani tujuan hidup saya.) *

1 2 3 4 5 

Strongly Disagree Strongly Agree

I want to pursue a career that is a good fit with the reason for my existence. (Saya ingin mengerjakan karir yang sesuai dengan alasan keberadaan saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I enjoy to work individually. (Saya senang bekerja secara individu.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I like when I work with other people. (Saya suka ketika saya bekerja dengan orang lain.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I give people control over the resources they need to accomplish their work. (Saya memberi orang kendali atas sumber daya yang mereka butuhkan untuk menyelesaikan pekerjaan mereka.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I consider the impact of decisions on employee morale. (Saya mempertimbangkan dampak keputusan terhadap moral karyawan.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I easily dislike the people with whom I work. (Saya mudah tidak menyukai orang-orang yang bekerja dengan saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

My colleagues seem unreasonable to me. (Rekan kerja saya tampak tidak masuk akal bagi saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I have made lasting friendships among my colleagues. (Saya telah menjalin persahabatan yang langgeng diantara rekan-rekan saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

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Person Vocation Fit Questions (Pertanyaan Kecocokan Panggilan Seseorang)

You are about to fill the questionnaire about person vocation fit.

Anda akan mengisi kuesioner tentang kecocokan panggilan seseorang.

Please rate the following items with (Silakan menilai pernyataan berikut dengan):

1. Strongly Disagree (Sangat Tidak Setuju)
2. Disagree (Tidak Setuju)
3. Neither agree nor disagree (Netral)
4. Agree (Setuju)
5. Strongly Agree (Sangat Setuju)

I fascinate technical mindedness and dealing with machines. (Saya tertarik dengan pemikiran teknis dan berurusan dengan mesin.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate scientific mindedness. (Saya tertarik pikiran ilmiah.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate the facility in dealing with people. (Saya tertarik dengan fasilitas dalam berurusan dengan orang-orang.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate leadership. (Saya tertarik dengan kepemimpinan.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate manual skills. (Saya tertarik dengan keterampilan manual.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate teaching skills. (Saya terpesona dengan keterampilan mengajar.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate teaching skills. (Saya terpesona dengan keterampilan mengajar.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I fascinate caring and helping environment. (Saya menyukai lingkungan yang peduli dan saling membantu.) *

1 2 3 4 5

Strongly Disagree Strongly Agree [®]

[Back](#) [Next](#) [Clear form](#)

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Job Satisfaction Questions (Pertanyaan Kepuasan Kerja)

You are about to fill the questionnaire about person vocation fit.

Anda akan mengisi kuesioner tentang kecocokan panggilan seseorang.

Please rate the following items with (Silakan menilai pernyataan berikut dengan):

1. Strongly Disagree (Sangat Tidak Setuju)
2. Disagree (Tidak Setuju)
3. Neither agree nor disagree (Netral)
4. Agree (Setuju)
5. Strongly Agree (Sangat Setuju)

The income is adequate for normal expenses. (Penghasilan cukup untuk pengeluaran normal.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I am well paid in proportion to my ability. (Saya dibayar dengan baik sesuai dengan kemampuan saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

The income is less than I deserve. (Penghasilannya kurang dari yang pantas saya dapatkan.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

The work provides an opportunity for promotion. (Pekerjaan memberikan kesempatan untuk promosi.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

The work provides limited opportunities for advancement. (Pekerjaan memberikan kesempatan terbatas untuk kemajuan.) *

1 2 3 4 5


Strongly Disagree Strongly Agree

I am not getting ahead in my present working position. (Saya tidak maju dalam posisi kerja saya saat ini.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

My supervisor gives me assistance when I need help. (Atasan saya memberi saya bantuan ketika saya membutuhkan bantuan.) *

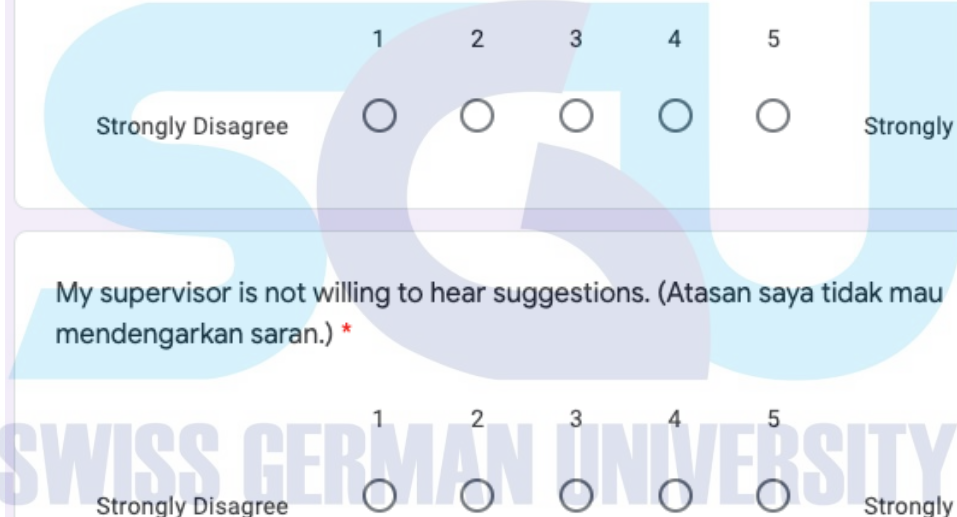
1 2 3 4 5 

Strongly Disagree Strongly Agree

My supervisor is not willing to hear suggestions. (Atasan saya tidak mau mendengarkan saran.) *

1 2 3 4 5

Strongly Disagree Strongly Agree



My supervisor treats everyone equitably. (Atasan saya memperlakukan semua orang dengan adil.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I receive recognition from my supervisor. (Saya menerima pengakuan dari atasan saya.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

The work doesn't provide me the chance to develop new methods. (Pekerjaan tidak memberi saya kesempatan untuk mengembangkan metode baru.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

I do not have the freedom to make my own decisions. (Saya tidak memiliki kebebasan untuk membuat keputusan sendiri.) *

1 2 3 4 5

Strongly Disagree Strongly Agree

The work is very pleasant. (Pekerjaan sangat menyenangkan.) *

1 2 3 4 5

Strongly Disagree Strongly Agree [®]

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Analysis of Person Environment Fit and Person Vocation Fit towards Employee's Job Satisfaction in Hotel Industry Case Study: Hard Rock Hotel, Bali (Analisis Kecocokan Lingkungan Seseorang dan Kecocokan Panggilan Seseorang Terhadap Kepuasan Kerja Karyawan Pada Industri Perhotelan Studi Kasus: Hard Rock Hotel, Bali)

Thank you for participating in this questionnaire! Your time and opinions are highly appreciated!

Have a good day!

Best Regards,

Karen Tangke

Terima kasih telah berpartisipasi dalam kuesioner ini! Waktu dan pendapat Anda sangat dihargai! 

Semoga harimu menyenangkan!

Salam Hormat,

Karen Tangke

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CURRICULUM VITAE

Name : Karen Janesia Limbong Tangke
Address : Kucica VII JH 13/3A, Tangerang, Indonesia
Phone : +628118192998
Email : karenjanesia@yahoo.com
karen.tangke@student.sgu.ac.id
Date of Birth : 19.01.1998



Education

08 / 2004 – 06 / 2010 SDK Penabur Bintaro Jaya (Elementary School)
08 / 2010 – 06 / 2013 SMPK Penabur Bintaro Jaya (Middle School)
08 / 2013 – 06 / 2016 Tunas Indonesia (High School)

Working Experiences

08/2017-02/2018 Front Office Intern
Hard Rock Hotel Bali, Bali, Indonesia
02/2020-08/2020 Food & Beverages Kitchen Intern
Kempinski Hotel Berchtesgaden, Germany

Other Experiences

2016 - Present Vice Chairman of Karang Taruna Kucica (Youth Organization)
2015 – 2016 Chairman of the Student Body in Tunas Indonesia High School
2014 – 2016 Secretary of Karang Taruna Kucica (Youth Organization)

Technical Skills

Language Skill Indonesisch (Mother Language)
Englisch (Really Good)
Deutsch (Good)
PC Skill Microsoft Office (Word, Excel, Power Point)
Opera Hotelsystem

Qualification

04 / 2019 – 05 / 2019 Optimal Studia Indonesia Deutschkurs Niveau A2 Zertifikat
10 / 2018 – 03 / 2019 Optimal Studia Indonesia Deutschkurs Niveau A1 Zertifikat