

ABSTRACT

The purpose of this study is to know and analyze the influence of organizational culture, remuneration and extrinsic motivation partially and together to the job satisfaction of employees at the Directorate General of General Courts Agency. Type of research used Quantitative descriptive research. The population of this study is all Civil Servants Directorate General of General Courts. Sampling technique is probability sampling with simple random sampling, found the number of samples as much as 122 respondent with Slovin formula. The results showed that organizational culture has a significant effect on employee job satisfaction at the Directorate General of General Courts Agency. Remuneration has a significant effect on employee job satisfaction at the Directorate General of General Courts Agency. Extrinsic motivation has a significant effect on employee job satisfaction at the Directorate General of General Courts Agency. Organizational culture, remuneration and extrinsic motivation together have a significant effect on the job satisfaction of employees at the Directorate General of General Courts. The suggestions from research are the Directorate General of General Courts Agency needs to socialize the organization's vision, mission and values to the employees. The Supreme Court of Indonesia needs to raise the amount of remuneration for employees in the Directorate General of General Courts. The Government needs to raise the amount of remuneration for employees in the Supreme Court of Indonesia, and needs to renew the payroll system for civil servants.

Keywords: Organizational Culture, Remuneration, Extrinsic Motivation, Job Satisfaction



ABSTRAK

Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh budaya organisasi, remunerasi dan motivasi ekstrinsik secara parsial dan bersama-sama terhadap kepuasan kerja pegawai pada Direktorat Jenderal Badan Peradilan Umum. Jenis penelitian deskriptif kuantitatif, populasi seluruh Pegawai Negeri Sipil Direktorat Jenderal Badan Peradilan Umum, teknik pengambilan sampel adalah probability sampling dengan simple random sampling, ditemukan jumlah sampel 122 responden dengan rumus Slovin. Hasil penelitian menunjukkan bahwa Budaya organisasi berpengaruh signifikan terhadap kepuasan kerja pegawai pada Direktorat Jenderal Badan Peradilan Umum. Remunerasi berpengaruh signifikan terhadap kepuasan kerja pegawai pada Direktorat Jenderal Badan Peradilan Umum. Motivasi ekstrinsik berpengaruh signifikan terhadap kepuasan kerja pegawai pada Direktorat Jenderal Badan Peradilan Umum. Budaya organisasi, remunerasi dan motivasi ekstrinsik secara bersama berpengaruh signifikan terhadap Kepuasan kerja pegawai pada Direktorat Jenderal Badan Peradilan Umum. Saran dari penelitian ini yaitu Direktorat Jenderal Badan Peradilan umum perlu melakukan sosialisasi visi, misi dan nilai-nilai organisasi bagi pegawai. Mahkamah Agung RI perlu menaikkan besaran remunerasi bagi staf pada Direktorat Jenderal Badan Peradilan Umum. Perlunya Pemerintah menaikkan besaran remunerasi pada Mahkamah Agung RI, serta memperbaharui sistem penggajian bagi pegawai negeri sipil.

Kata kunci: Budaya Organisasi, Remunerasi, Motivasi Ekstrinsik, Kepuasan Kerja

