

ABSTRACT

Job satisfaction is very important for employees. This study aims to examine and analyze the influence of transformational leadership, compensation and career development on job satisfaction. Respondents are employees who are in the head office of PT. So Good Food staff and supervisor level of 239 people. The method of analysis used in this study is multiple linear regression. The results showed that transformational leadership, compensation and career development simultaneously are having significant influence to the job satisfaction. Partially transformational leadership has significant influence on job satisfaction. Compensation and career development also have a significant influence on job satisfaction. Career development is the biggest significant variable in influencing the job satisfaction.

keywords: job satisfaction, transformational leadership, compensation, career development, multiple linear regression.



ABSTRAK

Kepuasan kerja sangat penting bagi karyawan. Studi ini bertujuan menguji dan menganalisis pengaruh kepemimpinan transformasional, kompensasi dan pengembangan karir terhadap kepuasan kerja. Responden adalah karyawan yang ada di kantor pusat PT. So Good Food tingkat staff dan supervisor sebanyak 239 orang. Metode analisis yang digunakan adalah regresi linier berganda. Hasil penelitian menunjukkan kepemimpinan transformasional, kompensasi dan pengembangan karir secara bersama-sama (simultan) berpengaruh signifikan terhadap kepuasan kerja. Secara parsial kepemimpinan transformasional berpengaruh signifikan terhadap kepuasan kerja. Kompensasi dan pengembangan karir juga berpengaruh signifikan terhadap kepuasan kerja. Pengembangan karir merupakan variabel yang paling besar pengaruhnya terhadap kepuasan kerja.

kata kunci : kepuasan kerja, kepemimpinan transformasional, kompensasi, pengembangan karir, regresi linier berganda.

