

ABSTRACT

This study was conducted with the aim to determine the effect of compensation, commitment and organizational culture on employee's job satisfaction of division housekeeping in Royal Kuningan Hotel. The type of research used is quantitative research with survey method. Population of all employees of Division Housekeeping Hotel Royal Kuningan Jakarta with sampling technique non probability sampling with saturated samples. The method of analysis used is multiple linear regression. The results of the research shows (1) compensations had a positive effect on employee's job satisfaction; (2) commitment had a positive effect on employee's job satisfaction; (3) organizational culture negative effect on employee's job satisfaction. (4) compensation, commitment and organizational culture simultaneously had a positive effect on employee's job satisfaction. Increased compensation is expected to increase work commitment and grow organizational culture directly effect the employee job satisfaction.

Keyword : Compensation, Commitment, Organizational Culture and Job Satisfactions.



ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh Kompensasi, Komitmen dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Housekeeping Hotel Royal Kuningan Jakarta. Jenis penelitian Kuantitatif dengan metode survey. Populasi seluruh karyawan Divisi Housekeeping Hotel Royal Kuningan Jakarta dengan teknik pengambilan sampel *non probability sampling* dengan sampel jenuh. Metode analisis yang digunakan adalah regresi linier berganda. Hasil penelitian (1) Kompensasi berpengaruh positif terhadap kepuasan kerja karyawan. (2) Komitmen berpengaruh positif terhadap kepuasan kerja karyawan. (3) Budaya Organisasi tidak berpengaruh terhadap kepuasan kerja karyawan. (4) Kompensasi, Komitmen dan Budaya Organisasi secara bersama-sama berpengaruh positif terhadap Kepuasan Kerja Karyawan. Peningkatan kompensasi diharapkan dapat meningkatkan komitmen kerja dan menumbuhkan budaya organisasi secara langsung berpengaruh terhadap kepuasan kerja karyawan.

Kata kunci : Kompensasi, Komitmen, Budaya Organisasi dan Kepuasan Kerja

