

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan budaya organisasi terhadap motivasi kerja yang berdampak terhadap kepuasan kerja karyawan di bagian produksi PT. XYZ.

Penelitian ini merupakan penelitian kausal, dengan pemilihan sample menggunakan metode *proportionate stratified random sampling*. Sample yang digunakan sebanyak 200 karyawan di bagian produksi PT. XYZ. Teknik analisis data yang digunakan pada penelitian ini adalah analisis *Structural Equation Modeling-Partial Least Square* (SEM-PLS) dengan program WarpPLS 3.0.

Hasil penelitian ini menunjukkan bahwa: 1) Terdapat pengaruh positif dan signifikan kompensasi terhadap motivasi kerja di bagian produksi pada PT.XYZ. 2) Terdapat pengaruh positif dan signifikan budaya organisasi terhadap motivasi kerja di bagian produksi pada PT.XYZ. 3) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kepuasan kerja di bagian produksi pada PT.XYZ.

Kata kunci : Kompensasi, Budaya Organisasi, Motivasi Kerja, Kepuasan Kerja.



ABSTRACT

This research was done to reveal the impact of compensation and organizational culture to work motivation which resulted to employee work satisfaction at production department of PT. XYZ.

This was a causal research which used proportionate stratified random sampling method. There were two hundred employees involved in the research. Structural Equation Modeling – Partial Least Square (SEM PLS) analysis was used to conduct the research along with WarpPLS 3.0 program

The result of this research shows that: First, there are a positive influence and a significant compensation to work motivation at production department of PT. XYZ. Second, there are a positive influence and a significant organizational culture to work motivation at production department of PT. XYZ. Third, there are a positive influence and significant work motivation at production department of PT. XYZ.

Key words are compensation, organizational culture, work motivation, and work satisfaction

