

ABSTRACT

PT. Pharos Indonesia experienced a few problems that the low level of attendance and the high complains distributor and customer. The problems caused by the dissatisfaction of employees at the compensation unfair, rigid model of communication manager with the employee and the high demands of employee attendance. This study aims to determine the effect of compensation, leadership, and organizational culture on employee job satisfaction PT. Pharos Indonesia. The study used survey method with causality research and descriptive data collection method through field research methods, the study of literature and using the questionnaire. The population in this study were all employees of the central office PT. Pharos Indonesia, as many as 589 people, and the probability sampling technique with Slovin formula then obtained a sample of 239 people. Data were analyzed using multiple linear regression. The results research shows that compensation, leadership and organizational culture positive and significant impact on employee job satisfaction. Based on the analysis of the correlation between dimensions, dimensions nonfinancial variable compensation has the strongest correlation to the dimensions of the work on job satisfaction variables. Compensation, leadership and organizational culture simultaneous positive and significant impact on employee job satisfaction.

Keywords : Compensation, Leadership, Organizational Culture and Employees Job Satisfaction



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ABSTRAK

PT.Pharos Indonesia mengalami beberapa permasalahan yaitu tingkat kehadiran karyawan rendah serta tingginya komplain distributor dan customer. Permasalahan tersebut disebabkan oleh adanya ketidak puasan kerja karyawan pada pemberian kompensasi yang tidak adil, model komunikasi manager yang kaku terhadap bawahan dan tingginya tuntutan kehadiran karyawan. Penelitian ini bertujuan mengetahui pengaruh kompensasi, kepemimpinan, dan budaya organisasi terhadap kepuasan kerja karyawan PT.Pharos Indonesia. Penelitian menggunakan metode survey dengan penelitian kausalitas dan deskriptif dengan metode pengumpulan data melalui metode riset lapangan, studi kepustakaan dan menggunakan instrumen kuesioner. Populasi dalam penelitian ini adalah seluruh karyawan kantor pusat PT.Pharos Indonesia, sebanyak 589 orang, teknik pengambilan sampel probabilitas dengan rumus Slovin di peroleh sampel sebanyak 239 orang. Analisa data menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa kompensasi, kepemimpinan dan budaya organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan. Berdasarkan analisis korelasi antar dimensi, dimensi non finansial pada variabel kompensasi memiliki korelasi paling kuat terhadap dimensi pekerjaan pada variabel kepuasan kerja. Kompensasi,kepemimpinan dan budaya organisasi secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan.

Kata Kunci : Kompensasi, Kepemimpinan, Budaya Organisasi dan Kepuasan Kerja Karyawan



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