

## ABSTRACT

*Remuneration program has not been able to increase job satisfaction level officials in the Secretariat DJKN. This is because the remuneration in the form of allowances program performance has not done a "fair and objective" particularly in determining the "grade" of each employee. Another thing that becomes a problem is the promotion / career development based on proximity to the boss and the pattern of mutations that have not been regular and well planned.*

*This research was conducted on 53 people from 111 employees of the Secretariat DJKN selected using stratified random sampling method. The statistical methods used to test the research hypothesis variables is multiple regression analysis.*

*The results showed that the compensation has a significant influence on the efforts of workers was 47.6% DJKN Secretariat, Job Satisfaction has a significant influence on the efforts of workers amounted to 57.2% DJKN Secretariat, and there are influence between compensation and job satisfaction together Employee Performance DJKN Secretariat of 53.3%.*

*It is suggested, giving allowances for the performance can be done in a "fair and objective" particularly in determining the "grade" of each employee, promotion / career development and patterns of mutation to be done regularly and well planned.*

U N I V E R S I T A S  
M E R C U B U A N A