

## **ABSTRACT**

*This study aims to determine the effect of financial and non-financial compensation to employees satisfaction PT Berca Hardayaperkasa Hinet sub business unit. The research data is primary data and secondary data. The technique of collecting data through initial surveys and questionnaires. The population in this study are all employees of Hinet. Samples are 190 respondents, determined using the Slovin formula with 5% of fault. Sampling technique used is: disproportionate stratified random sampling. The analytical method used in this research are multiple linear regression and determination. Classical assumption of normality test, heteroscedasticity test and multicollinearity test. F test was also conducted, t test, correlation matrix between dimensions as well as the discussion of research results. Results of the study suggested that: (1) financial compensation has a significant positive effect on satisfaction of Hinet's employee (2) financial compensation has a significant positive effect on satisfaction of Hinet's employee (3) both financial and non-financial compensation are also have a positive and significant impact on satisfaction of Hinet's employee.*

**Keywords:** *Compensation, Financial Compensation, Non Financial Compensation, Job Satisfaction*

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

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi finansial dan kompensasi non finansial terhadap kepuasan kerja karyawan PT Berca Hardayaperkasa sub bisnis unit Hinet. Data penelitian adalah data primer dan data sekunder. Teknik pengumpulan data melalui survei awal dan penyebaran kuesioner. Populasi dalam penelitian ini yaitu seluruh karyawan Hinet. Sampel dalam penelitian berjumlah 190 responden, ditentukan menggunakan rumus Slovin dengan toleransi kesalahan 5%. Teknik pengambilan sampel yaitu: *disproportionate stratified random sampling*. Metode penelitian yang digunakan dalam penelitian ini adalah regresi linear berganda dan determinasi. Uji asumsi klasik dilakukan melalui uji normalitas, uji heteroskedastisitas, dan uji multikolinearitas. Dilakukan juga uji F, uji t, matriks korelasi antar dimensi serta pembahasan hasil penelitian. Hasil penelitian menunjukkan bahwa: (1) kompensasi finansial berpengaruh positif signifikan terhadap kepuasan kerja karyawan Hinet (2) kompensasi finansial berpengaruh positif signifikan terhadap kepuasan kerja karyawan (3) secara bersama-sama kompensasi finansial dan kompensasi non finansial juga berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan Hinet.

**Kata Kunci :** Kompensasi, Kompensasi Finansial, Kompensasi Non Finansial, Kepuasan Kerja

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