

## **ABSTRACT**

*This research was aimed to examine and discover whether there was an influence of the work environment, compensation and motivation on employee's job satisfaction at the Deputy of Placement Unit, BNP2TKI. The research population included 98 employees which were all of them were selected as sample. The research data were obtained by using questionnaires and the methods of analysis used is multiple linear regression. The result showed that work environment, compensation, and motivation simultaneously were having positive and significant influence on employee's job satisfaction at the Deputy of Placement Unit, BNP2TKI. The dimension correlation results showed that the greatest changing of employee's job satisfaction variable especially on team work and work condition dimension was affected by non-physical work environment dimension from working environment variable and incentive dimension from motivation variable, while compensation variable especially on salary dimension has the greatest influence on the changing of employee's job satisfaction variable especially on direct compensation dimension.*

*Keywords: work environment, compensation, motivation and job satisfaction.*

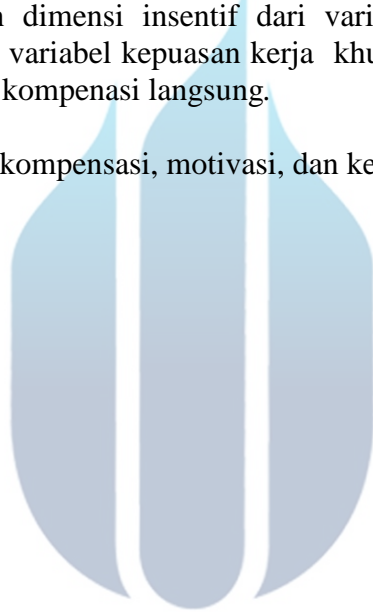


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## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menemukan ada tidaknya pengaruh lingkungan kerja, kompensasi, dan motivasi terhadap kepuasan kerja pegawai pada Unit Deputi Bidang Penempatan, BNP2TKI. Populasi penelitian sebanyak 98 orang pegawai, dimana seluruh pegawai menjadi responden dalam penelitian ini. Data penelitian dijamin dengan menggunakan instrumen berupa kuesioner dan metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa lingkungan kerja, kompensasi, dan motivasi secara bersama-sama berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai pada Unit Deputi Bidang Penempatan, BNP2TKI. Hasil korelasi antar dimensi menunjukkan bahwa perubahan variabel kepuasan kerja khususnya pada dimensi kelompok kerja dan kondisi kerja paling besar dipengaruhi oleh dimensi lingkungan kerja non fisik dari variabel lingkungan kerja dan dimensi insentif dari variabel motivasi, sedangkan pada variabel kompensasi perubahan variabel kepuasan kerja khususnya pada dimensi gaji paling besar dipengaruhi oleh dimensi kompensasi langsung.

Kata kunci : Lingkungan kerja, kompensasi, motivasi, dan kepuasan kerja.



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