

## **ABSTRACT**

*Employee satisfaction is one of the important and dominant factors for an organization to accomplish its objectives. Therefore, by understanding employees' satisfaction as information in company or organization, it will have a lot of benefits for an organization to improve its employee's satisfaction and their quality of life in order to promote productivity and employees' performance aiding the accomplishment of organizational objectives as the final target.*

*The research aims to examine the affect of motivator factor as satisfiers factor ( $X_1$ ) and hygiene factor as dissatisfiers factor ( $X_2$ ) both partially and simultaneously toward employees' satisfaction work ( $Y$ ).*

*Research methodology was conducted through case study analysis of employees at the Capital Market and Financial Institutions Supervisory Agency. Data gathering used interview and filling questioner techniques with the total number of respondents were 89 persons. Analytical technique used for this research was research instrument test encompassing of validity test and reliability test; classic assumption test encompassing of heteroskedasticity test, auto-correlation test, normality test, and multicolinierity test; hypothetical test encompassing of multiple linier regression analysis; t-test, F-test, and determination coefficient ( $R^2$ ). To examine the data, it was utilized Statistical Product and Service Solution (SPSS) Program.*

*Research results indicate that motivator factor (satisfiers) partially has a positive effect on employees' work satisfaction of 0,127 and hygiene factor (dissatisfiers) partially has a positive affect on employees' work satisfaction of 0.190. From ANOVA test result shows that the value of F is 14.489 with significant level of 0.000. Since the probability level is less than 0.05, it means that those both joined factors either partially or simultaneously influence toward work satisfaction of employees at the Capital Market and Financial Institutions Supervisory Agency.*

*Key Words: Employee's Work Satisfaction, Motivator Factor, Hygiene Factor.*