

ABSTRACT

Process Improvement and discipline of employees can be reached if employee satisfaction increased PT Timah Tbk. Factors that are expected to increase job satisfaction are discussed in this research is employee compensation and career programs. This research was conducted at PT Timah Tbk and problems examined is how much influence compensation and career programs either partially or simultaneously on the job satisfaction of employees of PT Timah Tbk.

Based on analysis of data obtained showed that the compensation has a positive and significant impact on employee satisfaction with the level of relations of 0.265, career program has a positive and significant impact on employee satisfaction with the level of the relation of 0.482, as well as together (simultaneous) compensation and career program has a positive and significant impact on employee satisfaction with R^2 values of 45.3%.

Keywords: Compensation, Career Programs, Employee Satisfaction



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