

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variabel yaitu kompensasi kerja, stres kerja, dan motivasi kerja terhadap kepuasan kerja karyawan. Hipotesis dalam penelitian ini kompensasi kerja, stres kerja, dan motivasi kerja berpengaruh terhadap kepuasan kerja karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan di PT. Gading Mas Indnesia Teguh Jember yang memiliki jumlah populasi 54 responden menggunakan teknik sensus. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda dan uji hipotesis (uji F, uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa kompensasi kerja, stres kerja dan motivasi kerja secara simultan berpengaruh terhadap kepuasan kerja karyawan dan kompensasi kerja, stres kerja dan motivasi kerja secara parsial berpengaruh signifikan terhadap kepuasan kerja karyawan.

Kata kunci: kompensasi kerja, stres kerja dan motivasi kerja

ABSTRACT

This research has purpose knowing the influence from three variables, which work compensation, work stress and work motivation due to work satisfaction to the workers. Hypothesis of this research are work compensation, work stress and work motivation influence to the workers satisfaction simultaneously or partially. What become the object are workers of PT. GADING MAS INDONESIA TEGUH JEMBER who have total 54 respondents by doing census method. The data collecting method are using observation, interview and also questionnaire. The analysis that used are validity testing, reliability testing, class assumption testing (normality, multicolinearity and heterogeneity), double linear regency analysis, and hypothesis testing (F testing, T testing, determination coefficient). Te result shows that work compensation, work stress and work motivation simultaneously affect the workers satisfaction while work compensation, work stress and work motivation partially affect the workers satisfaction significantly.

Key words: work compensation, work stress and work motivation