

ABSTRAK

Penelitian bertujuan menganalisis pengaruh motivasi kerja, kompensasi kerja dan lingkungan kerja terhadap kepuasan kerja karyawan PT. Sumber Alam Santoso Pratama. Jenis penelitian deskriptif kuantitatif dengan desain penelitian eksplanatori. Populasi dalam penelitian ini adalah seluruh PT. Sumber Alam Santoso Pratama, yakni berjumlah 46 orang, Semua populasi dijadikan sampel atau menggunakan sensus sampling. Teknik pengambilan sampel menggunakan *accidental sampling*. Alat analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa motivasi kerja, kompensasi kerja dan lingkungan kerja memiliki nilai koefisien positif, artinya jika semakin baik motivasi, kompensasi dan lingkungan kerja maka kepuasan kerja karyawan akan semakin meningkat. Hasil uji hipotesis membuktikan bahwa motivasi kerja, kompensasi kerja dan lingkungan kerja secara parsial berpengaruh signifikan terhadap kepuasan kerja karyawan. Analisis koefisien determinasi menunjukkan bahwa 70.5% kepuasan kerja dipengaruhi oleh motivasi kerja, kompensasi kerja dan lingkungan kerja. Sedangkan sisanya 29.5% dipengaruhi oleh variabel lain diluar model atau persamaan, seperti kepemimpinan, pelatihan dan variabel lainnya.

Kata kunci: motivasi kerja, kompensasi kerja, lingkungan kerja, kepuasan kerja

ABSTRACT

This research has a purpose to analyze the influence of work motivation, work compensation and work environment on job satisfaction at PT. Sumber Alam Santoso Pratama. This type of research is descriptive quantitative and research design is explanatory. The population in this research is all employees of PT. Sumber Alam Santoso Pratama. The samples used were 46 respondents, using the technique of probability sampling with sensus sampling. The sampling technique uses accidental sampling. The analysis tool using multiple linear regression. The result of this research shows that work motivation, work compensation and work environment have positive coefficient value, meaning that the better motivation, compensation and work environment, the employee's job satisfaction will increase. Result of hypothesis test proved that work motivation, work compensation and work environment partially have an signifikan effect on job satisfaction of employee. Coefficient determination analysis shows that 70,5% of job satisfaction influenced by work motivation, work compensation and work environment. While the remaining 29,5% is influenced by other variables outside the model or equation, like leadership, training and other variables.

Key words: work motivation, work compensation, work environment, job satisfaction