PENGARUH KOMPENSASI DAN MOTIVASI TERHADAP KEPUASAN KERJA KARYAWAN DI PT. PELOPOR AVONTURIR CAMPINDO STUDI KASUS DI JAKARTA

INFLUENCE OF COMPENSATION AND MOTIVATION ON EMPLOYEE WORK SATISFACTION AT PT. PELOPOR AVONTURIR CAMPINDO CASE STUDY AT JAKARTA

GREGORIUS ANGGA

ABSTRACT

INFLUENCE OF COMPENSATION AND MOTIVATION ON EMPLOYEE WORK SATISFACTION AT PT. PELOPOR AVONTURIR CAMPINDO
GREGORIUS ANGGA

ABSTRACT

This study is aimed to find the accurate and scientific answer about whether or not there is influence between compensation and motivation on the employee work satisfaction at PT Pelopor Avonturir Campindo.

This study focus on work satisfaction at PT Pelopor Avonturir Campindo, the population and sample is 33 people of employees at PT. Pelopor Avonturir Campindo. This study was conducted in June to July 2013 . This study used a correlation approach and a nomina method is used to take population as a sample.

To get data from all variables, researcher using likert scale. Test requirements analysis in this study is to test the normality and homogeneity tests. Normality test is done with Liliefors that produces 1). variable Y normality test results obtained by the largest count 0,133 L, Ltable for n= 33 with a significance level of 0,05 is 1,150. 2). variable X1 normality test results obtained by the largest count 0,095 L, Ltable for n= 33 with a significance level of 0,05 is 1,200. 3). variable X2 normality test results obtained by the largest count 0,087 L, Ltable for n= 33 with a significance level of 0,05 is 1,200 Lcount < Ltable thus concluded the data were normally distributed.Homogeinity testing is done by using Bartett test, calculation results obtained in table X²count 3,958 < X^2_{table} = 5,99, so H_0 received a significant level of α = 0,05. Thus it can be concluded that all three variables have homogeneous variance.Based on analysis of all variables obtained multiple regression equation as follows Y= -18,098 B + 0,795 X1 + 0,785 X2 + 19,595. The next test of the results obtained F, Fcount of 25,027 with a probability level of 0,000 (significant).

Coefficient determination in this study were Adjusted R is 0,600 (60%). This shows that the independent variable is able to explain the dependent variable by 60% while the remaining other variable described.
Keywords : Compensation ,Motivation and Work Satisfaction.

Keywords : Compensation ,Motivation and Work Satisfaction.