

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, kompensasi dan kompetensi secara parsial dan simultan terhadap kepuasan kerja. Penelitian ini dilakukan di Shary Shary Restaurant & Bar Canggu. Populasi menggunakan karyawan Shary Shary Restaurant & Bar Canggu dan sampel sebanyak 32 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa: (1) gaya kepemimpinan berpengaruh positif signifikan terhadap kepuasan kerja, dimana diperoleh nilai t-hitung 2,490, nilai koefisien regresi 0,321 dan signifikansi 0,019. (2) kompensasi berpengaruh positif signifikan terhadap kepuasan kerja, dimana diperoleh nilai t-hitung 3,286, nilai koefisien regresi 0,337 dan signifikansi 0,003. (3) kompetensi berpengaruh positif signifikan terhadap kepuasan kerja, dimana diperoleh nilai t-hitung 2,812, nilai koefisien regresi 0,513 dan signifikansi 0,009. (4) secara simultan gaya kepemimpinan, kompensasi dan kompetensi berpengaruh signifikan terhadap kepuasan kerja, dimana diperoleh nilai F-hitung 39,423, persamaan regresi sebesar $Y = 0,868 + 0,321X_1 + 0,337X_2 + 0,513X_3$ dan signifikansi 0,000. Besarnya pengaruh variabel bebas terhadap kepuasan kerja adalah 78,8%. Saran yang dapat diberikan peneliti adalah memberikan pekerjaan yang sesuai kemampuan karyawan, memberikan kompensasi yang sesuai dengan harapan karyawan, membuat kebijakan gaji yang sesuai dengan kontribusi karyawan terhadap perusahaan, secara berkala memberikan pelatihan kepada karyawan. Selain itu pemimpin Shary Shary Restoran & Bar Canggu diharapkan selalu mendengarkan pendapat dari bawahan dalam mengambil keputusan.

Kata kunci: *Gaya Kepemimpinan, Kompensasi, Kompetensi, Kepuasan Kerja*

ABSTRACT

This study aims to determine the effect of leadership style, compensation, and competency partially and simultaneously on job satisfaction. This research was conducted at Shary Shary Restaurant & Bar Canggung. The population uses Shary Shary Restaurant & Bar Canggung employees and a sample of 32 respondents. Data analysis techniques used Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, F-test, and t-test. From the results of the study, it can be seen that: (1) leadership style has a significant positive effect on job satisfaction, where the t-count value is 2,490, the regression coefficient is 0,321 and the significance is 0,019. (2) compensation has a significant positive effect on job satisfaction, where the t-count value is 3,286, the regression coefficient is 0,337 and the significance is 0,003. (3) competence has a significant positive effect on job satisfaction, where the t-test value is 2,812, the regression coefficient is 0,513 and the significance is 0,009. (4) leadership style, compensation, and competence simultaneously have a significant effect on job satisfaction, where the F-count value is 39,423, the regression equation is $Y = 0,868 + 0,321X_1 + 0,337X_2 + 0,513X_3$ and a significance of 0,000. The magnitude of the influence of independent variables on job satisfaction is 78,8%. Suggestions that can be given by researchers are to provide work according to employee capabilities, provide compensation according to employee expectations, make salary policies that are in accordance with employee contributions to the company, and periodically provide training to employees. In addition, leaders of Shary Shary Restaurant & Bar Canggung are expected to always listen to the opinions of their subordinates when making decisions.

Keywords: Leadership Style, Compensation, Competence, Job Satisfaction