

ABSTRACT

This research aims to determine partially and simultaneously the influence of the work environment, compensation, and organizational commitment on employee job satisfaction. This research was conducted at the Jambuluwuk Oceano Hotel Seminyak. The population used employees of the Jambuluwuk Oceano Seminyak Hotel and a sample of 57 respondents. Data analysis techniques use validity tests, reliability tests, classical hypothesis tests, multiple linear regression analysis, partial correlation analysis, multiple correlation analysis, coefficient of determination test, F test and t test. It can be seen from the research results that the work environment has a positive and significant effect on employee job satisfaction, salary has a positive and significant effect on employee job satisfaction, organizational commitment has a positive and significant effect on employee job satisfaction, and meanwhile, Job satisfaction has a positive and significant effect on employee job satisfaction. The work environment, compensation and organizational commitment have a significant effect on employee job satisfaction. The determinant of the influence of independent variables on employee job satisfaction is 54.8%. The suggestions that researcher can give are that the Jambuluwuk Oceano Seminyak Hotel is expected to provide compensation to employees based on their position and contribution to the company, increase the number of air conditioners and fans, develop salary policies in accordance with applicable regulations, and create clear career planning.

Keywords: Work Environment, Compensation, Organizational Commitment, Employee Job Satisfaction

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, kompensasi dan komitmen organisasi secara parsial dan simultan terhadap kepuasan kerja karyawan. Penelitian ini dilakukan di Jambuluwuk Oceano Seminyak Hotel. Populasi menggunakan karyawan Jambuluwuk Oceano Seminyak Hotel dan sampel sebanyak 57 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 lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, komitmen organisasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan dan secara simultan lingkungan kerja, kompensasi dan komitmen organisasi berpengaruh signifikan terhadap kepuasan kerja karyawan. Besarnya pengaruh variabel bebas terhadap kepuasan kerja karyawan adalah 54,8%. Saran yang dapat diberikan peneliti adalah Jambuluwuk Oceano Seminyak Hotel diharapkan memberikan kompensasi sesuai dengan jabatan dan besarnya kontribusi karyawan untuk perusahaan, menambah jumlah AC dan kipas angin, membuat kebijakan gaji sesuai dengan aturan yang berlaku dan membuat program karir yang jelas.

Kata Kunci: Lingkungan Kerja, Kompensasi, Komitmen Organisasi, Kepuasan Kerja Karyawan