

## ABSTRACT

*Competition in the business world now become more competitive, therefore the company is expected to have quality human resources and have a high competitiveness to be able to become a strength for the company to be able to compete with competitors in the midst of the flow of change is increasingly dynamic. This is in line with the Bank BTN Syariah Jakarta Branch office that is engaged in the banking sector. Human resources are an asset of the company and a very important factor to determine the success or failure of an organization in achieving its objectives. It is necessary to maintain human resources with regard to the working environment and compensation system of the company. With a comfortable working environment and compensation system that suits employees ' performance, it can create job satisfaction for every employee. The purpose of this research is to know the influence of work environment and compensation to employee satisfaction of Bank BTN Syariah Branch Office of Harmoni Jakarta*

*In this research the author uses quantitative methods with the analysis technique used i.e. multiple linear regression analyses. The population used is all employees of Bank BTN Syariah Branch Office of Harmoni Jakarta and sampling with saturated method. The number of respondents in this study was 51 respondents. Data collection techniques are primary data using the deployment of questionnaires and secondary data using library studies.*

*The results of research conducted by researchers showed that the work environment is in good category, in the compensation variables are in good category, and on the job satisfaction variables are in good category. From this research showed that there is a significant influence on the work environment and compensation for employee satisfaction in the state Bank Tabungan Syariah Branch office Harmoni Jakarta both partially and simultaneously. This shows the higher the work and compensation environment, the more employee satisfaction increased.*

**Keywords:** *Employee satisfaction, compensation, work environment, human resource management*