

ABSTRACT

This research is motivated by the results of observations by the author at the Bung Karno Management Center (PPKGBK), namely the presence of symptoms that are not yet optimal levels of employee job satisfaction, which is thought to be caused by not yet optimal compensation systems and work environment. In this study, the authors chose the title "Effect of Compensation and Work Environment on Employee Job Satisfaction on PPKGBK. According to the title, this study consists of two independent variables, namely compensation (X1) and work environment (X2), and one dependent variable, namely job satisfaction (Y). The purpose of this study was to determine the conditions of compensation, working environment conditions, and the level of job satisfaction, as well as the effect of compensation and work environment on employee job satisfaction on PPKGBK.

This type of research is descriptive and associative causality research, with a quantitative approach. The sample calculation uses the Slovin formula, with a total sample of 78 people from a population of 348 PPKGBK employees. Sampling using the proportional stratified random sampling method, the sampling process in such a way that the population in all strata can be represented proportionally in the sample. The data analysis technique used is descriptive analysis and multiple regression analysis, which includes t test (partial test) and F test (simultaneous test), with the help of the SPSS 25 Program.

The results showed that (1) compensation conditions (X1), work environment conditions (X2), and level of job satisfaction (Y) of employees at PPKGBK, were in the good category; (2) kompensasi (X1) and work environment (X2) have positive and significant effect on job satisfaction (Y), either partially or simultaneously. This shows that the higher the compensation and work environment, the higher the level of employee job satisfaction in PPKGBK. Vice versa, the lower the compensation and work environment, the level of employee job satisfaction at PPKGBK will be lower.

Based on the results of the study, it is suggested that PPKGBK can continuously increase the compensation variable, especially the dimensions that are considered to be still low, namely the provision of incentives, and work environment variables, especially the dimensions that are considered to be still low, namely work facilities / equipment, so that the level of employee job satisfaction PPKGBK will get better or better, which in turn is expected to contribute to improving PPKGBK's performance.

Keywords: *Compensation, work environment, and job satisfaction.*

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