

ABSTRACT

This study aims to determine the effect of compensation, work environment, organizational culture and workload on employee job satisfaction at PT Kereta Api Indonesia (Persero) Divre II West Sumatra. The population in this study is employees of PT Kereta Api Indonesia located at Padang Station which amounts to 74 people. The sample in this study was 74 using total random sampling for sampling. This research includes quantitative research, Data collection using questionnaires. This research includes quantitative research, data collection using questionnaires. Data analysis using Multiple Linear Regression, the results of the study showed that: 1) the results of the t test on the compensation variable had a significant partial effect on job satisfaction. 2) The results of the t-test of work environment variables have a significant partial effect on job satisfaction. 3) The results of the Organizational Culture Variable T Test have a partial significant effect on job satisfaction. This research includes quantitative research, data collection using questionnaires. Data analysis using Multiple Linear Regression, the results of the study showed that: 1) the results of the t test on the compensation variable had a significant partial effect on job satisfaction. 2) The results of the t-test of work environment variables have a significant partial effect on job satisfaction. 3) The results of the Organizational Culture Variable T Test have a partial significant effect on job satisfaction.

Keywords : Compensation, Work Environtmen, Organizational Culture, Workload and Job Satisfaction

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, lingkungan kerja, budaya organisasi dan beban kerja terhadap kepuasan kerja karyawan pada PT Kereta Api Indonesia (Persero) Divre II Sumatera Barat. Populasi dalam penelitian ini adalah karyawan PT Kereta Api Indonesia yang berlokasi di Stasiun Padang yang berjumlah 74 orang. Sampel dalam penelitian ini sebanyak 74 menggunakan total random sampling untuk penarikan sampel. Penelitian ini termasuk penelitian kuantitatif, pengumpulan data menggunakan kuesioner. Analisis data menggunakan Regresi Linear Berganda, hasil penelitian pada menunjukkan bahwa : 1) hasil uji t pada variabel kompensasi berpengaruh signifikan secara parsial terhadap kepuasan kerja. 2) hasil uji t variabel lingkungan kerja berpengaruh signifikan secara parsial terhadap kepuasan kerja. 3) hasil uji t variabel budaya organisasi berpengaruh signifikan secara parsial terhadap kepuasan kerja

Kata Kunci : Kompensasi, Lingkungan Kerja, Budaya Organisasi , Beban Kerja dan Kepuasan Kerja