

ABSTRACT

Employees of PT. Soljer Abadi, Production Division of Operator Departmen has a high level of job satisfaction. Employee perceptions of the compensation given are good. However, the company still receives complaints from its employees, especially employees in the operator department that the compensation they receive is still less according to the compensation they expect.

The purpose of this study is to determine how the employee's perception of the compensation system provided by the company, how the level of employee's job satisfaction of PT. Soljer Abadi, Production Division of Operator Department, and how to know the effect of compensation on employee's job satisfaction of PT. Soljer Abadi, Production Division of Operator Department.

This study uses quantitative method. Data collection techniques during the study use questionnaires distributed to 102 respondents who are employees of PT. Soljer Abadi who works in the Division Production of Operator Department. The sampling method used is nonprobability sampling. Data obtained, are processed using simple linear regression analysis techniques and interpreted using descriptive analysis.

The result of data processing that has been done shows that the compensation system a a good perception. Emploeyss of PT. Soljer Abadi, Production Division of Operator Department also have a high level of jobsatisfaction. The results of the analyses technique used are a significant positive influence between compensation on Employee's job satisfaction at PT. Soljer Abadi, Production Division of Operator Department.

The company should be able to improve job satisfaction on employees by taking into account the needs of its employee's especially in terms of compensation.

Keywords: Compensation, Job Satisfaction