

ABSTRACT

Indogrosir Samarinda is one of the largest retail companies in Samarinda. In this study the conditions experienced by Indogrosir Samarinda related to perceptions of compensation and the level of job satisfaction on employees that have been found by the authors based on the results of the preliminary test indicate that perceptions of compensation are high as well as the level of job satisfaction of employees classified as high.

The study aims to determine the perceptions of compensation applied, know the level of job satisfaction, and find out the effect of compensation on job satisfaction on employees of Indogrosir Samarinda.

The research method used quantitative methods. The data collection technique used was through distributing questionnaires to 107 Indogrosir Samarinda employees. The questionnaire that has been distribute consists of 45 items using six (6) Likert scales. The sampling technique that the author uses is sampling conventionally. The analysis technique used in this study is the descriptive analysis and simple linear regression to interprating the result of the study.

Based on the processing of data performed shows that perceptions of compensation and the level of job satisfaction are classified in the high category. Furthermore, the results of the study indicate that there is a positive significant effect between compensation and job satisfaction on Indogrosir Samarinda employees.

The research can be used as input for companies to improve the management of compensation for job satisfaction in order to maintain the level of job satisfaction felt by employees. The policy of providing compensation that is fair and prioritizes the welfare of employees helps the company to be able to maintain and improve employee performance to meet the desired expectations.

Keyword : *Compensation, Job Satisfaction*