

Hubungan gaya kepemimpinan dan kompensasi dengan kepuasan kerja pegawai Biro Keuangan Departemen Hukum dan Ham

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Abstrak

Based on the writer experience in the Financial Bureau of the Ministry of Law and Human Right, the Officials, work performance is found to be still very low as shoure by the facts as follow ; no discipline in working hours, late arrival or early departure, leaving office space during working hours without clear reasons, slowness in work accomplishment, frequent absence of workdays, talking more with other officials rather than completion of work. The role of office leader in combining and making all resources Boned by the Financial Bureau of the Ministry of Law and Human Right is not yet full optimum. This situation al also suspected as the consequence of several factors such as low work satisfaction and low work compensation an the part of official (workers).

The goal this research is the identification of how close the leadership style and compensation award correlation with the work Satisfaction on the part of the Financial Bureau official the Ministry of Low and Human Right. The purposes of this research are for knowledge development and contribution correlated with officials satisfaction.

The Research methodology used is the explanatory survey through verificatively descriptive Research nature. The data collection method consists of observation, interview, and questionnaire-fof validity test, the writer uses the technique of split half. The analysis for data measurement uses correlation coefficience.

The validity and reliability tests of the instruments show that the result is significant, meaning that all instruments are acceptable and thrust worthy. The statistical analysis using correlation coefficience reveals that the correlation between the leadership style and the work satisfaction is 0.425, while the correlation between compensation and work satisfaction of the officials is 0.530.

The result of the hypotesis test shows that leadership style and compensation have significant correlation with the work satisfaction of the officials, both partially and simultanlously. Leadership style together with compensation correlates significantly with the work satisfaction of the officials of the Financial Bureau of the Ministry of Low and Human Right. Compensation has bigger individual corelation than leadership style with work satisfaction, meaning that the work satisfaction of the officials is triggered by compensation awarded by the Financial Bureau of the Ministry of Low and the Human Right.