

## Analisis hubungan antara motivasi, kompensasi dan iklim organisasi dengan kepuasan kerja pegawai Direktorat Jenderal Pemasyarakatan

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### Abstrak

Directorate General of Society Services' vision is to rebuild the unity of life and living relation of those in society services as individual, member of society and God's creature (Rebuilding Self-Reliant Individuals). In implementing this vision, the Directorate General of Society Services states missions, to implement the caring of convicts, supervising members of society services and managing state confiscations in rule of law framework, prevent and anticipating crime as well as improving and protecting human rights.

These vision and missions are very noble but not easy to realize. The level of crime at the present moment shows sharp increase in quantity and quality with the ongoing globalization. In order to deal, anticipate and implement the vision and missions above, good, professional and highly dedicated employees at Directorate General of Society Services are needed. One of the efforts to have good, professional and highly dedicated employees at Directorate General of Society Services is through the fulfillment of work satisfaction. The main problem posed in this research is whether there is a relation between motivation, compensation and organizational climates to work satisfaction of employees at Directorate General of Society Services.

Literature study indicates work satisfaction can be fulfilled by giving high motivation, fulfillment of reasonable compensation and the creation of conducive organizational climates. This refers to the opinion of McClelland in Gibson (1996: 111) stating that the pattern of motivation which can fulfill the work satisfaction comprised of need for achievement, affiliation, and power. Mondy and Noe related compensation with work satisfaction, which comprised of direct and indirect financial compensation and non financial compensation. Furthermore Litwin and Stringer in Gibson (1996: 322) stated that 10 dimensions of organizational climates to fulfill work satisfaction comprised of work structure, challenges and responsibility, support and interaction, reward and sanction relation, conflict, risk, status and spirit as well as competence and flexibility.

The population in this research is 505 employees at Directorate General of Society Services, with 20% sample taken from population. According to Arikunto (1993: 107) the amount of sample taken is representative or able to represent the population when the amount is big enough between 10% to 15% or 20% to 25% or more. Sample was selected using proportional stratified sampling technique. The instrument of research is questionnaires which are built from the indicators of each variable using Likert scale measuring tools. Before the analysis is done, the instrument is tested for its validity and reliability, and then the data were analyzed based on frequency, mean, median, modus and category. Further more the relation analysis between variables of research is done using non parametric correlation method of Spearman-rho,

The result of this research is that there is 99% trust that there is a very strong relation between motivation variable and work satisfaction with score 0.799 and between compensation variable to work satisfaction which is rather moderate with score 0,515. The relation between organizational climates variable to work satisfaction is strong with score 0.693. This means that when motivation, compensation and organizational climates variables is high, the work satisfaction would also be high.

The implication of this result is there is a need for reasonable recognition to the article 8 verse 1 of Law No. 12, 1995 on Society Services: "the officers of society services are law enforcement functional officers". Hence, treatment equal to other law enforcer such as police, prosecutor, judge, etc. is expected. When this is fulfilled, this can give high motivation, fair and reasonable rate of compensation fulfillment and producing conduciveness organization climates, which will lead to work satisfaction.