

Pengaruh kompensasi dan iklim organisasi terhadap kepuasan kerja karyawan proyek BTS (Studi kasus pada perusahaan jasa konstruksi PT. "X")

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Abstrak

[ABSTRAK

Karyawan yang mendapat kepuasan dalam bekerja akan bisa lebih semangat dalam menyelesaikan tugas dan tanggung jawab pekerjaannya. Adanya indikasi ketidakpuasan kerja karyawan dalam perusahaan ini menjadi landasan peneliti untuk melakukan penelitian ini. Salah satu faktor yang secara kasat mata diketahui oleh peneliti yang mempengaruhi ketidakpuasan karyawan pada perusahaan ini adalah kompensasi yang tidak sebanding dengan tanggungjawab yang diberikan dan iklim organisasi yang kurang kondusif. Tujuan yang hendak dicapai dalam penelitian ini adalah untuk mengetahui gambaran kompensasi dan iklim organisasi yang ada di PT ?X? dan mengetahui pengaruh kompensasi dan iklim organisasi tersebut terhadap kepuasan kerja karyawan sehingga bisa menjadi acuan untuk meningkatkan kualitas pekerjaan proyek BTS di PT ?X?. Penelitian ini menggunakan alat ukur berupa kuisioner. Hasil yang didapatkan dari penelitian ini adalah mengetahui gambaran kompensasi dan iklim organisasi yang ada di PT ?X? dan dapat mengetahui pengaruhnya terhadap kepuasan karyawannya proyek BTS di PT. X;

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ABSTRACT

Employees who get satisfaction in the work will be more enthusiastic in completing tasks and job responsibilities. An indication of employee dissatisfaction in the company become basic researchers to conduct this research. One of the factors which are invisible to the eye is known by researchers that affect employee dissatisfaction at this company are not comparable with the compensation given responsibility and organizational climate less conducive. Goals to be achieved in this study is to know the description of compensation and organizational climate in PT "X" and determine the effect of compensation and organizational climate is to the satisfaction of employees in PT "X". This study using a questionnaire. The expected outcome of this research are know the description of compensation and organizational climate in PT "X" and determine the effect of compensation and organizational climate is to the satisfaction of employees in PT "X", Employees who get satisfaction in the work will be more enthusiastic in completing tasks and job responsibilities. An indication of employee dissatisfaction in the company become basic researchers to conduct this research. One of the factors which are invisible to the eye is known by researchers that affect employee dissatisfaction at this company are not comparable with the compensation given responsibility and organizational climate less conducive. Goals to be achieved in this study is to know the description of compensation and organizational climate in PT "X" and determine the effect of compensation and organizational climate is to the satisfaction of employees in PT "X". This study using a questionnaire. The expected outcome of this research are know the description of compensation and organizational climate in PT "X" and determine the effect of compensation and organizational climate is to the satisfaction of employees in PT "X"]