

ABSTRAK

Tujuan dari kegiatan meneliti ini yaitu supaya memahami dan melaksanakan analisis apakah ada pengaruh Kompensasi dan Disiplin Kerja Terhadap Kepuasan Kerja Karyawan (Pada Divisi Personalia & K3 Dan Divisi Sistem & Pengembangan SDM) PDAM Surya Sembada Kota Surabaya. Kegiatan meneliti berikut mempergunakan jenis kuantitatif, Populasi penelitiannya yakni semua pegawai PDAM Surya Sembada Kota Surabaya pada divisi Personalia & K3 dan divisi Sistem & Pengembangan SDM. Teknik pengambilan sampel bermetodekan non-probability sampling. Jumlah sampel sebesar 30 responden. Metode menganalisis data yang dipakai yakni pengujian reliabilitas, pengujian validitas, pengujian asumsi klasik, analisis regresi linear berganda, pengujian t dan pengujian F. Berdasarkan hasil dari penelitiannya yakni kompensasi serta disiplin bekerja dengan parsial dan bersamaan memberi pengaruh kepada kepuasan kerja pegawai. Maka berkesimpulan yakni kompensasi yang sesuai dan disiplin kerja karyawan yang mematuhi peraturan sehingga dapat meningkatkan kepuasan kerja pegawai PDAM Surya Sembada Kota Surabaya (Pada Divisi Personalia & K3 Dan Divisi Sistem & Pengembangan SDM) untuk mencapai tujuan perusahaan.

Kata Kunci : Kompensasi, Disiplin Kerja, Kepuasan Kerja

ABSTRACT

The purpose of this study is to find out and analyze whether there is an effect of Compensation and Work Discipline on Employee Job Satisfaction (In the Division of Personnel & K3 and Division of Systems & HR Development) PDAM Surya Sembada Surabaya City. This study uses a quantitative type. The population of this study are all employees of PDAM Surya Sembada Surabaya City in the Personnel & K3 division and the System & HR Development division. The sampling technique used non-probability sampling method. The number of samples is 30 respondents. The data analysis method used is validity test, reliability test, classical assumption test, multiple linear regression analysis, t test and F test. Based on the results of this study, compensation and work discipline partially and simultaneously affect employee job satisfaction. It can be concluded from this research that appropriate compensation and work discipline of employees comply with regulations so as to increase employee job satisfaction at PDAM Surya Sembada Surabaya City (In Personnel & K3 Division and System & HR Development Division) to achieve company goals.

Keywords: *Compensation, Work Discipline, Job Satisfaction.*