

Analisis hubungan antara budaya kerja, kompensasi dengan kepuasan kerja pegawai sektor moneter Bank Indonesia = Analysis relationship between corporate culture, compensation and job satisfaction of bank Indonesia's employee in monetary sector

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Abstrak

Corporate culture applying in Bank Indonesia is not quit of human resources being element. Officers as human resources being have special things cover job satisfaction, attitude, behavioral activity, and habit, which grow and formed pursuant to environmental situation. Job satisfaction influenced by various factors, which is on this research, will limit by perceiving relationship between corporate culture and compensation as factor influencing of job satisfaction.

This research is conducted among officers in Bank Indonesia's monetary sector in light of testing the relationship between corporate culture, compensation and job satisfaction of Bank Indonesia's employee in monetary sector. Among 638 employees as the population are 76 employees of research sample, consist of some sample from each faction taken by proportional sampling random, in order to get all the factions be represented.

This thesis is conducted to be able to give answer through research, whether the relationship between corporate culture, compensation and job satisfaction exists for Bank Indonesia's employee in monetary sector, related to the corporate culture that has been implemented in Bank Indonesia environment.

Corporate culture aspect influenced many by some theory like 7's from McKinsey and some other theory, whereas compensation in Bank Indonesia constituted by pay base aspect, pay base seniority, and pay base performance. While job satisfaction pursuant to theory social needs of human being and some other theory.

Data collecting in this research uses questionnaires submitted by respondents either directly or by e-mail. The questionnaire consists of 4 parts: (1) four questions about general condition, (2) nineteen questions about employee's perception of corporate culture (X₁), (3) sixteen questions about compensation, each in 2 sub-parts of financial compensation (X₂) and non financial compensation (X₃), and (4) twenty questions about job satisfaction (Y).

The data processing is completed by using the SPSS software 11.0. Tabulation traverse (cross tab) is used in order to know the tendency of socio demographic variables in job satisfaction used, while Pearson correlation is used in order to test the relationship between corporate culture, compensation and job satisfaction.

Result of research shows that relationship of corporate culture (X₁), financial compensation (X₂), and non financial compensation (X₃) have positive value relationship and significant with employee's job

satisfaction (Y). This statement was proved by the correlation value of 0,699 between corporate culture and job satisfaction, the correlation value of 0,479 between financial compensation with job satisfaction and the correlation value of 0,682 between non financial compensation and job satisfaction. Meanwhile, the R-square value between corporate culture, financial compensation, and non financial compensation with job satisfaction is 0,529.