

ABSTRACT

This study aimed to analyze the Influence Compensation, and Organizational Climate on Job Satisfaction of employees of PT. EKA PRAYA JAYA Mataram NTB. Subjects in this study were employees of the machine, the field, and operations. In this study sample of 65 respondents using purposive sampling, questionnaires were returned and it deserves to be analyzed amounted to 60 respondents. The analysis tool used is multiple linear regression by using SPSS software.

Based on the analysis that has been done shows that compensation is positive and significant effect on employee job satisfaction, the higher the compensation that job satisfaction will increase, organizational climate positive and significant effect on employee job satisfaction, the better the climate of the organization, employee satisfaction will also be increased. Results of regression calculations in Table 4.9 shows standardized beta coefficient organizational climate variables (0.599) is greater than the standardized beta coefficient compensation (0.292). This shows the organizational climate variables dominant influence on employee job satisfaction.

Keywords : Compensation, Organizational Climate and Job satisfaction