

***The Effect of Compensation, Work Environment, and Organizational
Citizenship Behavior (OCB) on Employees Job Satisfaction at
PT Patra Badak Arun Solusi***

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Abstract

This quantitative research aims to determine and prove the effect of Compensation, Work Environment, and Organizational Citizenship Behavior (OCB) on Employees Job Satisfaction at PT Patra Badak Arun Solusi. The sampling technique used is probability sampling with a simple random sampling approach using the Slovin formula so that a sample of 96 employees is obtained. Data was collected through the distribution of questionnaires. The data analysis technique used is the Partial Least Square (PLS) method. Results obtained in this research (1) compensation has a positive and significant effect on job satisfaction, (2) the work environment has a positive and significant effect on job satisfaction, (3) organizational citizenship behavior (OCB) has a positive and significant effect on job satisfaction.

Keywords: *Compensation, Work Environment, Organizational Citizenship Behavior (OCB), and Job Satisfaction.*

**Pengaruh Kompensasi, Lingkungan Kerja, dan *Organizational
Citizenship Behavior* (OCB) Terhadap Kepuasan Kerja Karyawan
PT Patra Badak Arun Solusi**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui dan membuktikan pengaruh Kompensasi, Lingkungan Kerja, dan *Organizational Citizenship Behavior* (OCB) Terhadap Kepuasan Kerja Karyawan PT Patra Badak Arun Solusi. Teknik sampel yang digunakan adalah *probability sampling* dengan pendekatan *simple random sampling* menggunakan rumus Slovin sehingga didapatkan sampel sebanyak 96 karyawan. Pengumpulan data dilakukan melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah metode *Partial Least Square* (PLS). Hasil pengujian yang diperoleh dalam penelitian ini (1) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, (3) *organizational citizenship behavior* (OCB) berpengaruh positif dan signifikan terhadap kepuasan kerja.

Kata Kunci: Kompensasi, Lingkungan Kerja, *Organizational Citizenship Behavior* (OCB), dan Kepuasan Kerja.