

# **Pengaruh Budaya Kerja, Lingkungan Kerja, dan Kompensasi Terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada Tenaga Kerja di DKI Jakarta)**

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## **Abstrak**

Penelitian kuantitatif ini bertujuan guna menguji dan lihat “Pengaruh Budaya Kerja, Lingkungan Kerja, dan Kompensasi Terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada Tenaga Kerja di DKI Jakarta).” Responden dalam penelitian ini adalah 100 karyawan tetap yang berdomisili di DKI Jakarta dijadikan sampel disini. Teknik analisa yang digunakan dalam penelitian ini ialah Uji Koefisien Determinasi, Uji T ( Parsial) dan Uji F (Simultan) dengan memakai *software* Smart PLS 3.0. Hasil pengujian didapat hasil (1) Budaya Kerja berpengaruh signifikan terhadap Kepuasan Kerja tenaga kerja di DKI Jakarta (2) Lingkungan Kerja berpengaruh signifikan terhadap Kepuasan Kerja tenaga kerja di DKI Jakarta, (3) Kompensasi berpengaruh signifikan terhadap Kepuasan Kerja tenaga kerja di DKI Jakarta dan (4) Budaya Kerja, Lingkungan Kerja dan Kompensasi berpengaruh signifikan terhadap Kepuasan Kerja tenaga kerja di DKI Jakarta.

**Kata Kunci** : Budaya Kerja, Kepuasan kerja, Kompensasi, dan Lingkungan Kerja

***The Influence of Work Culture, Work Environment, and Compensation on  
Employee Job Satisfaction (Case Study of Workers in DKI Jakarta)***

***By Jasmine Anindya Putri***

***Abstract***

*This quantitative research aims to test and see "The Influence of Work Culture, Work Environment, and Compensation on Employee Job Satisfaction (Case Study on Workforce in DKI Jakarta)." Respondents in this study were 100 permanent employees who are domiciled in DKI Jakarta as the sample here. The analysis technique used in this study is the Coefficient of Determination Test, T Test (Partial) and F Test (Simultaneous) using Smart PLS 3.0 software. The test results obtained results (1) Work Culture has a significant effect on Work Satisfaction of workers in DKI Jakarta (2) Work Environment has a significant effect on Job Satisfaction of workers in DKI Jakarta, (3) Compensation has a significant effect on Work Satisfaction of workers in DKI Jakarta and (4) Work Culture, Work Environment and Compensation have a significant effect on Work Satisfaction of workers in DKI Jakarta.*

***Keywords:*** *Work Culture, Job Satisfaction, Compensation, and Work Environment*