

# HUBUNGAN LINGKUNGAN KERJA, KEMAMPUAN KERJA DAN KOMPENSASI DENGAN KEPUASAN KERJA PEGAWAI BADAN PENELITIAN DAN PENGEMBANGAN KEMENTERIAN PERTAHANAN

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## Abstrak

Tujuan penelitian ini adalah untuk menganalisa hubungan lingkungan kerja, kemampuan kerja dan kompensasi dengan variabel kepuasan kerja pegawai Balitbang Kemhan. Penelitian ini menggunakan metoda kuantitatif dengan pendekatan survei. Sampel penelitian adalah pegawai Balitbang Kemhan sebanyak 66 orang. Data variabel bebas dan terikat diperoleh melalui angket yang diisi langsung oleh responden ( $n = 66$ ) dengan memberikan skor pada setiap jawaban responden sesuai dengan skala Likert.

Hasil penelitian menunjukkan bahwa hubungan antara lingkungan kerja, kemampuan kerja dan kompensasi dengan kepuasan kerja pegawai Balitbang hasilnya positif. Selanjutnya hasil analisis regresi parsial menunjukkan bahwa ketiga variabel bebas tersebut berpengaruh positif dan signifikan terhadap variabel kepuasan kerja pegawai Balitbang. Proporsi variabel lingkungan kerja ( $X_1$ ) dalam menentukan variasi nilai variabel Y yaitu 19,5%; variabel  $X_2$  dengan variabel Y sebesar 19,9% dan variabel  $X_3$  dengan variabel Y yakni 28,7%.

Akumulasi persentase pengaruh ketiga variabel bebas pada regresi parsial yang dapat mempengaruhi variabel kepuasan kerja pegawai Balitbang sebesar 31,9 %. Pada regresi berganda menunjukkan bahwa ketiga variabel bebas (lingkungan kerja, kemampuan kerja dan kompensasi) secara simultan berpengaruh signifikan terhadap variabel kepuasan kerja pegawai Balitbang Kemhan, dimana hasil pengujian hipotesis (uji F/ANOVA Test) menunjukkan  $F_{hitung} (11,131) > F_{tabel} (v_1 = 3; v_2 = 645; 5\%) = 2,75$  dengan signifikansi 0,000. Kisaran proporsi variasi nilai yang dapat dihasilkan ketiga variabel bebas secara simultan terhadap variabel kepuasan kerja pegawai Balitbang sebesar 31,9%

**Kata kunci :** Lingkungan Kerja, Kemampuan Kerja, Kompensasi, Kepuasan Kerja dan Balitbang Kemhan RI.

**RELATIONSHIP OF WORK ENVIRONMENT ,WORK ABILITY AND  
JOB STATISFACTION EMPLOYEE COMPENSATION BOARD OF  
RESEARCH AND DEVELOPMENT OF  
THE MINISTRY OF DEFENCE**

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**Abstract**

The purpose of this research is to analyze the relationship between work environment, work ability and compensation to the satisfaction of Research and Development Ministry of Defence employee .This research is using quantitative methode completed with survey approachment. Samples were 66 (Sixty Six) employee of Research and Development MoD .Independent and dependent variable data obtained through filled directly by respondents ( n = 66 ) by giving the score on every each respondents in accordance with the likert scale.

The results of data analysis and hypothesis testing , correlation three independent variables on job satisfaction variable Research and the Ministry of Defense has been positive at the level of a weak to moderate with a correlation coefficient of 0.452 respectively ; 0.391 and 0.469 ) the results of the partial regression analysis showed that the three independent variables significantly influence satisfaction to research and development ministry of defence employee The proportion of the working environment variables (  $X_1$  ) in determining variation in the value of the variable Y is 19.5 % ;(  $X_2$  )on Y of 19.9 % and ( $X_3$ ) to variable Y which is 28.7 % .

Accumulated percentage of the influence of three independent variables in the partial regression variables that influence satisfaction to research and development ministry of defence employee is 68,1 %.In multiple regression showed that the three independent variables ( work environment , work ability and compensation ) simultaneously significant effect on employee job satisfaction variable Research and the Ministry of Defense , where the results of hypothesis testing ( F-test / ANOVA test ) showed Fhitung ( 11.131 ) > F table (  $v_1 = 3$  ;  $v_2 = 645$  ; 5 % ) = 2.75 with a significance of 0.000 . The range of variation in the proportion of the value that can be generated three independent variables simultaneously to variable employee satisfaction Research and the Ministry of Defense of 31.9 %

**Keywords** : Work Environment , Work Ability , Compensation , Job Satisfaction and Research and the Ministry of Defense RI .