

ANALISIS PENGARUH PROMOSI JABATAN, KOMPENSASI, DAN PRESTASI KERJA TERHADAP KEPUASAN KERJA (PEGAWAI BIRO PERENCANAAN SEKRETARIAT JENDERAL KEMENTERIAN PERTAHANAN REPUBLIK INDONESIA)

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Abstrak

Penelitian ini dilakukan untuk memecahkan permasalahan rendahnya kepuasan kerja pegawai Biro Perencanaan Sekretariat Jenderal Kementerian Pertahanan. Adapun faktor yang diduga mempengaruhi kepuasan kerja pegawai Roren adalah promosi jabatan, kompensasi, dan prestasi kerja. Adapun tujuan penelitian ini adalah untuk menganalisis pengaruh langsung promosi jabatan, kompensasi, dan prestasi kerja terhadap kepuasan kerja. Penelitian ini dilakukan pada pegawai negeri sipil Biro Perencanaan Sekretariat Jenderal Kementerian Pertahanan, sejumlah 61 orang. Teknik yang digunakan dalam pengambilan sampel adalah sampling jenuh, dimana seluruh populasi digunakan sebagai sampel. Unit analisis yang digunakan adalah analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa promosi jabatan berpengaruh langsung terhadap prestasi kerja, kompensasi tidak berpengaruh langsung terhadap prestasi kerja, promosi jabatan berpengaruh langsung terhadap kepuasan kerja, kompensasi tidak berpengaruh langsung terhadap kepuasan kerja, dan prestasi kerja berpengaruh langsung terhadap kepuasan kerja. Berdasarkan hasil tersebut disimpulkan bahwa variasi kepuasan kerja yang paling dominan dipengaruhi secara langsung oleh promosi jabatan. Kompensasi tidak berpengaruh langsung terhadap kepuasan kerja. Untuk variasi prestasi kerja yang paling dominan dipengaruhi oleh promosi jabatan.

Kata Kunci : promosi jabatan, kompensasi, prestasi kerja, kepuasan kerja

**ANALYZE THE INFLUENCE OF POSITION PROMOTE,
COMPENSATION, AND WORK PERFORMANCE ON JOB
SATISFACTION (EMPLOYEES OF PLANNING BUREAU OF
THE SECRETARIAT GENERAL OF THE MINISTRY OF
DEFENCE OF THE REPUBLIC OF INDONESIA)**

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Abstract

This thesis analyzed several influential factors that resulted on the low job satisfaction behavior of employees, working in the Planning Bureau of the Secretariate General of the Ministry of Defence. Based on theories and several literatures related to job satisfaction and references, as well as environmental explorations within the Bureau, the following related factors were drawn. Obviously there may be more than these three mentioned factors that may contributed to job satisfaction. However, beside their potential influences and the limited time which spanned less than one semester for this thesis, these three exogen variables against one endogen variable were selected and tested. The exogen variables are : job promotion, compensation, and work performance, while the exogen variable is job satisfaction. The approach used quantitative path analysis, with SPSS V. 22, where performance also acted as the intervening variable, thus on the same time bore the character of exogen and endogen characters. These made the number of exogen variable to be three, and two exogen variable despite the total number of variable to be four instead of five. Result of the study revealed significant direct influences of each respective exogen variables against the endogen variable, where the most dominant influence was taken by job promotion, followed by compensation and job performance. All related influence as drawn were significant, except that there was no direct influence between compensation to satisfaction.

Key words : job satisfaction, promotion, compensation, work performance.