

ABSTRACT

Bumiputera 1912 life insurance is the leading insurance company in Indonesia which ranks 4 as the best insurance company in Indonesia by 2016. In 2016 Bumiputera 1912 life insurance received the award as Top Brand Award of life insurance category and Indonesia Digital Popular Brand Award 2016 insurance category. The award is obtained because the management of human resources is good and always support the company. One way that can support the company to achieve the goal is to pay attention to employee job satisfaction. Some factors that can affect employee job satisfaction is the compensation system and motivation.

This study aims to determine the compensation system, motivation, and job satisfaction of employees, as well as to know how much influence compensation system and motivation partially and simultaneously to job satisfaction of employees at West Java Regional Office Bumiputera 1912 life insurance.

The research method used is quantitative method. The type of analysis used is descriptive. The sample in this study is a sample of saturated amounted to 34 employees. Data collection was done by means of questioners. Data processing is done by using SPSS 20.0 software.

Based on the results of data processing, it is known that employee assessment of the compensation system, motivation, and job satisfaction are in the high category. The overall results support that the system of compensation and motivation have a positive and significant effect on job satisfaction of employees of West Java Regional Office Bumiputera 1912 life insurance.

Based on the results of the research, to improve job satisfaction, West Java Regional Office Bumiputera 1912 life insurance should reconsider salaries and benefits, increase the hours of work in a team, give a positive response, be fair and transparent to all employees and pay attention to the promotion system.

Keyword: Compensation System, Motivation, Job Satisfaction.