

ABSTRACT

The development of the era that is so fast causes all aspects to change. This change produces very high competition to the business world so that every company is required to be able to do the best in managing the company. To be able to provide good human resources, the company also needs to provide satisfaction to its employees in order to get loyal employees and perform their duties and responsibilities as well as possible. To get a good job satisfaction the company must be able to manage work stress experienced by employees and compensation provided.

This research was conducted to determine the effect of compensation and job stress on job satisfaction of cleaning service employees at Telkom University. The purpose of this research is to find out and analyze how compensation, job stress, job satisfaction received by employees and how it is related to compensation and job stress on job satisfaction of cleaning service employees at Telkom University.

This study uses a quantitative approach using primary data obtained by distributing questionnaires. Of the population of 210 researchers employees used a sample of 138. The number of samples was taken using the Slovin formula.

Based on the results of the study showed that Compensation has a significant effect on Job Satisfaction of the Cleaning Service Employees of PT Trengginas Jaya who work at Telkom University, this statement is proven by the results of hypothesis testing showing the value of $t_{count} > t_{table}$ ($2.238 > 1.978$) and the Sig value of $0.027 < 0.05$.

Regression test results mention the contribution of Compensation to employee Job Satisfaction has a contribution of 0.251 meaning that if Compensation has increased while Work Stress is constant then Employee Job Satisfaction will increase by 0.251

Keywords: Compensation, Job stress, job satisfaction.