

ABSTRACT

This study uses the employees of Yayasan Pendidikan Telkom Bandung as the object. Based on the results of preliminary tests that have been carried out, it shows that the level of compensation and motivation is high. Therefore, it must be maintained and improved in order to achieve organizational success.

The purpose of this study is to determine the level of compensation, motivation and employee job satisfaction, to determine the effect of compensation on job satisfaction, to determine the effect of motivation on job satisfaction, and to determine the effect of compensation and motivation on employee job satisfaction of the employees of Yayasan Pendidikan Telkom Bandung.

The research method used is quantitative research methods. To obtain data the authors distributed questionnaires to 55 employee respondents from a total of 74 employees of Yayasan Pendidikan Telkom Bandung. The questionnaire used had 45 statement items with a 4-point Likert scale. The sampling method used in this research is nonprobability sampling with purposive sampling technique. In explaining the results of the study, the data analysis technique used is descriptive analysis and path analysis.

Based on the results of data processing, it is known that the employee's assessment of the compensation variable is 75.04%, the motivation variable is 78.44%, and the job satisfaction variable is 78.59%. This means that compensation, motivation and job satisfaction are in the high category. The overall results support that compensation and motivation simultaneously and significantly influence job satisfaction of Yayasan Pendidikan Telkom Bandung employees by 0.789 or 78.9%.

Hypothesis testing has been carried out using the t test and f test with the results showing that compensation has no positive and significant effect on job satisfaction, motivation has a positive and significant effect on job satisfaction, compensation and motivation have significant and simultaneous effects on job satisfaction.

Based on the results of the study, in improving job satisfaction Yayasan Pendidikan Telkom Bandung, the foundation needs to pay attention to work motivation factors, because work motivation can affect employee job satisfaction. The results of this study are expected to complement the literature related to compensation and motivation for employee job satisfaction.

Keywords: compensation, work motivation, job satisfaction, employees