

ABSTRACT

One important means in human resource management in an organization is the creation of job satisfaction of employees. An employee who gets satisfaction at work will have an impact on psychological maturity and can cause feelings of love for his work, which in turn can lead to enthusiasm and enthusiasm to work to achieve greater achievement. Seeing from the many factors that affect job satisfaction, giving compensation is one factor that is often a problem in the company. Compensation is important to maintain relationships with employees, this makes the company and employees can benefit each other.

The purpose of this research is to know the level of employee compensation at PT.PLN (Persero) UIP Central Java I then to find out employee satisfaction level and how much influence does compensation have over employee satisfaction at PT.PLN (Persero) UIP Central Java I.

The methods used in this research are quantitative methods. The data collection techniques used were the dissemination of questionnaires to 100 respondents from all existing populations. The data analysis techniques used in this study are descriptive analysis, classical assumption test, and simple linear regression analysis.

Based on the results of the study, it can be concluded that compensation is in high category. Then for job satisfaction is also in high category. Based on the results of research found that compensation has an influence on job satisfaction of 68.5%

One of the proposed suggestions for PT. PLN UIP Central Java I is providing health benefits in accordance with government regulations and can be immediately socialized to its employees, so it can open the aspects of transparency and financial for the compensation of its employees. Meanwhile for the next research, next researcher can develop this research using a different variable.

Keyword: *Compensation, Job Satisfaction, Human Resources, PT. PLN UIP Central Java I*