

## **ABSTRACT**

Well-managed human resources (HR) can perform tasks effectively and efficiently to achieve the company's objectives. PT XYZ focuses on HR management through training programs and compensation systems to enhance job satisfaction among employees, particularly contract employees.

This study aims to understand the influence of training and compensation on job satisfaction among contract employees at PT XYZ. The study also seeks to determine the extent to which training and compensation contribute to job satisfaction among contract employees.

This research employs a descriptive study with a quantitative approach. The method used is non-probability sampling with a saturated sample technique, involving a total of 74 contract employees at PT XYZ. The data analysis techniques applied include descriptive analysis, classical assumption tests, multiple regression analysis, partial hypothesis testing (T-test), simultaneous hypothesis testing (F-test), and determination coefficient testing.

The results of the study indicate that training and compensation have a significant positive effect on job satisfaction among contract employees at PT XYZ. The findings reveal that the variables of training (X1) and compensation (X2) influence job satisfaction (Y) by 65.3%.

Keywords: Training, Compensation, Job Satisfaction, Contract Employees, Human Resource Management.