

ABSTRACT

This research is motivated by a decline in employee job satisfaction at Cendana Palm Oil Plantation, from 80% in 2022 to 58% in 2023, indicating issues related to employee welfare. The condition of inadequate staff housing facilities and income levels below the Regional Minimum Wage (UMR) are suspected to be the main causes of this problem. Therefore, this study aims to determine whether compensation and work facilities have a significant influence on employee job satisfaction at Cendana Palm Oil Plantation.

This research focuses on two independent variables: compensation and work facilities. The dependent variable in this study is job satisfaction. The purpose of this research is to help the company gain a deeper understanding of the needs and expectations of its employees. The study investigates how the independent variables influence the dependent variable.

The research method used is quantitative with a survey approach. Data were collected through questionnaires distributed to 120 employees of Cendana Palm Oil Plantation. The collected data were analyzed using multiple linear regression to test the hypotheses and determine the effect of the independent variables on the dependent variable.

The findings of this study indicate that the compensation variable has a positive and significant effect on employee job satisfaction. The work facilities variable also has a positive and significant effect on employee job satisfaction. Partially, both compensation and work facilities positively influence employee job satisfaction.

The results of this study are expected to provide deeper insights into the factors affecting employee job satisfaction at Cendana Palm Oil Plantation. Specifically, this study confirms that fair compensation and adequate work facilities have a positive and significant impact on job satisfaction. Based on the results, it is recommended that the company regularly evaluate and adjust its compensation system and improve the availability of work facilities in line with workload, cost of living, and the regional minimum wage standard.

Keyword : Compensation, Facility Work, Job Satisfaction