

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh budaya organisasi, kompensasi dan kepuasan kerja terhadap kinerja karyawan SPBU Ngaglik Surabaya. Budaya organisasi diukur melalui kesadaran diri, keagresifan, kepribadian, perfoma dan orientasi tim. Kompensasi diukur melalui gaji, insentif, tunjangan dan fasilitas. Kepuasan kerja diukur melalui pekerjaam, upah, promosi, pengawas dan rekan kerja. Kinerja karyawan diukur melalui kualitas kerja, kuantitas kerja, pelaksanaan tugas dan tanggung jawab.

Jenis penelitian ini adalah penelitian kuantitatif. Populasi dan sampel pada penelitian ini adalah seluruh karyawan SPBU Ngaglik Surabaya sebanyak 42 karyawan dengan *non probability sampling* sebagai teknik penentuan pengambilan sampel. Metode analisis data yang digunakan adalah analisis linear berganda dengan program SPSS (*Statistical Product and Service Solution*) versi 25.0.

Hasil analisis linear berganda menunjukkan bahwa budaya organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan SPBU Ngaglik Surabaya, kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan SPBU Ngaglik Surabaya dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan SPBU Ngaglik Surabaya.

Kata Kunci: Budaya Organisasi, Kompensasi, Kepuasan Kerja dan Kinerja Karyawan

ABSTRACT

This research aimed to examine the effect of organizational culture, compensation and work satisfaction on the employee's performance at SPBU Ngaglik Surabaya. Furthermore, the organizational culture was measured with self-awareness, aggressiveness, personality, performance, and team orientation. Meanwhile, the compensation was measured with salaries, incentives, allowances, and facilities. Moreover, work satisfaction was measured with work, wages, promotion, supervisors and co-workers. In addition, the employees' performance was measured by work quality, work quantity, job execution implementation, and responsibilities. This research was quantitative. Meanwhile, the research population and sample used all the 42 employees at SPBU Ngaglik Surabaya with non-probability sampling as the sample collection determination technique. Moreover, the research data analysis method used multiple linear analyses with SPSS (Statistical Product and Service Solution) 25.0 version. The research result concluded that organizational culture had a positive and significant effect on the employee's performance at SPBU Ngaglik Surabaya, compensation had a positive and significant effect on the employees' performance at SPBU Ngaglik Surabaya and work satisfaction had a positive and significant effect on the employees' performance at SPBU Ngaglik Surabaya.

keywords:organizational culture, compensation, work satisfaction, employee's performance.

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