

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan, kompensasi, dan disiplin kerja terhadap kepuasan kerja karyawan pada PT Baba Rafi Internasional.

Penelitian ini menggunakan pendekatan kuantitatif. Populasi penelitian adalah karyawan PT Baba Rafi Internasional yang berjumlah 66 orang. Teknik pengambilan sampel menggunakan Teknik *simple random sampling* dengan rumus slovin yang menghasilkan 57 orang sampel. Teknik pengumpulan data menggunakan *field research* yang dilakukan dengan cara penyebaran kuesioner. Teknik analisis menggunakan analisis regresi linier berganda dengan uji hipotesis menggunakan uji t dengan alat bantu aplikasi SPSS versi 26.

Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan, kompensasi, dan disiplin kerja berpengaruh signifikan terhadap kepuasan kerja karyawan PT Baba Rafi Internasional.

Kata kunci: gaya kepemimpinan, kompensasi, disiplin kerja, kepuasan kerja



ABSTRACT

This research aimed to find out the effect of leadership style, compensation, and work discipline on the employees' work satisfaction at PT. Baba Rafi International.

The research was quantitative. The population was employees who worked at PT. Baba Rafi International. It consisted of 66 employees. Furthermore, the data collection technique used a simple random sampling with the Slovin formula. In line with that, there were 57 respondents as the sample. Moreover, the sampling technique used was field research. The instrument in the data collection technique was a questionnaire. The questionnaires were distributed to the employees of PT. Baba Rafi International; as the respondent. Additionally, the data analysis technique used multiple linear regression with the hypothesis test which used a t-test, with SPSS (Statistical Product and Service Solution) 26 version.

The result indicated that all variables, namely leadership style, compensation, and work discipline had a significant effect on the employees' work satisfaction at PT Baba Rafi International.

Keywords: *Leadership style, Compensation, Work discipline, Work satisfaction*

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