ABSTRACT

HENRY RIANDANA, ***"The Influence of Work Environment and Incentives on Job Satisfaction of Employees In PT. Pos Indonesia (Persero) Bandung", under the guidance of Isniar Budiarti, SE., M.Si.***

Still less of conducive the work environment such as the temperatures the room and the work space for employees and the presence of problems of incentives in terms of unmet needs, this may be one factor that can affect job satisfaction of employees in PT. Pos Indonesia (Persero) Bandung. The purpose of this research was to determine the magnitude of the influence of the working environment and the incentives on job satisfaction of employees in PT.Pos Indonesia (Persero) Bandung

The method used in this study is descriptive and the quantitative approaches verifikatif. The unit of analysis in this study is the work environment, incentives and the job satisfaction of employees in PT. Pos Indonesia (Persero) Bandung. The technique of determining the data used is simple random sampling as many as 81 respondents. The design of that is statistical analysis used multiple linear regression, correlation coefficient, determination coefficient and hypothesis testing using the F test and the t test, with SPSS 18.0 software tool for windows

The results indicate qualitatively is less work environments and the incentives are good, while job satisfaction was high, and the the results of quantitative research indicate that the working environment and the incentives jointly influence on job satisfaction that is equal to 59.1%, rest influenced by other factors beyond the independent variables such as, work discipline, motivation, employee competence, commitment and the other at 40.9%.

Keywords: Work Environment, Incentives, Job Satisfaction