ABSTRACT

Dadang Hidayat (2011), *Analysis of Compensation and Employment Characteristics Impact on Job Satisfaction Employee At Hotel Panorama Lembang, Bandung.*

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One of the important targets in human resource management in an enterprise is the creation of job satisfaction of employees from the company concerned. Job satisfaction is expected to achieve corporate objectives will be better and accurate. Historically, employee job satisfaction will get the job done right. The emergence of employee dissatisfaction can be caused by a compensation factor that is still far from expectations and also because characteristics a tedious job.

This study aims to determine (1) To determine the compensation received by employees at the Hotel Panorama Lembang. (2) To know the characteristics of the work at Hotel Panorama Lembang. (3) To know the job satisfaction of employees at the Hotel Panorama Lembang. (4) Effect of compensation and job characteristics on employee job satisfaction Hotel Panorama Lembang either partially or simultaneously.

The method used in this research is descriptive method with quantitative approach. This study population numbered 120 with techniques for sampling using stratified random sampling and the number of samples selected 55 respondents. Methods of data analysis using multiple linear regression analysis, Pearson correlation coefficient and determination, and the F test and t test using SPSS 19.0 for windows.

The results showed that the compensation provided the company is included in the criteria sufficiently, while characteristics jobs included in the criteria as well as employee satisfaction levels included in the criteria fairly. The results of hypothesis testing concluded that simultaneous and partial compensation and job characteristics significantly influence employee job satisfaction. Simultaneously the degree of influence the two independent variables on job satisfaction is equal to 64.2%, while the partial characteristics greater influence than the work of compensation to employee satisfaction.

Key words: ***Compensation, characteristics jobs and employee job satisfaction.***