ABSTRACT

Irvan Syariful Nugraha, "Analysis of Compensation and Job Satisfaction Impact On Employee Productivity In The Production Division of PT Kimia Farma Plant Bandung"

Under the guidance of Isniar Budiarti SE.,M.Si

The employees, is an important resource for companies, because they have the talent, creativity and energy that is needed by the company to achieve its objectives. Human resources with high labor productivity allows for the achievement of the goals set by the company. Many factors can affect workplace productivity, such as compensation and job satisfaction. The purpose of this study was to analyze the Compensation and Job Satisfaction Of Employee Productivity.

The method used in this research is descriptive method with quantitative approach and verifikative. The unit of analysis in this study is the Compensation, Job Satisfaction and Work Productivity of employees at PT Kimia Farma (Persero) Tbk Plant Bandung. Data collection method used was stratified random sample of 67 respondents. To know the Compensation and Job Satisfaction in improving Work productivity employees, the statistical test used is the calculation of validity, reliability, path analysis, correlation, coefficient of determination, hypothesis testing, and also use the aid program SPSS 16.0 for windows applications.

The results showed Compensation and Job Satisfaction was good, as well as productivity Employees are also good, and the path analysis can be found $Y = 4.068 + 0.216 x_1 + 0.753 X_2$, the magnitude of the influence of Compensation and Job Satisfaction in increased productivity Employee by 90, 9%, and the remaining 9.1% influenced by variables other than the two variables under study such as motivation, discipline, work and work environment. While the impact of the influence of each variable is, Compensation for Work Productivity and Job Satisfaction 19.45% of the productivity of employees working at 71.45%.

Keywords: Compensation, Job Satisfaction, Productivity Work