

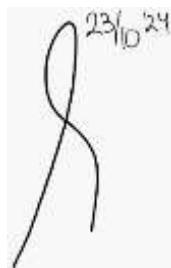
PENGARUH KOMPENSASI, TIME FLEXIBILITY DAN WORKPLACE FLEXIBILITY TERHADAP KEPUASAN KERJA KARYAWAN GEN Z PADA PERUSAHAAN OBAT HERBAL DI KOTA YOGYAKARTA

Arista Shinta Dewi

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Kompensasi, *Time Flexibility* dan *Workplace Flexibility* terhadap Kepuasan kerja karyawan Gen Z yang bekerja pada Perusahaan Obat Herbal di Kota Yogyakarta. Penelitian ini menggunakan data primer dengan metode pengumpulan data melalui kuisioner yang telah diuji validitas dan reliabilitasnya. Teknik sampling yang digunakan dalam penelitian ini adalah *Non Probability Sampling* yaitu dengan metode *purposive sampling* dengan sempel sejumlah 80 responden. Analisis data yang dilakukan dalam penelitian ini adalah uji asumsi klasik, analisis regresi linear berganda, uji hipotesis dengan menggunakan uji t dan uji f, koefisien determinasi (*Adjust R²*) dengan bantuan program IBM SPSS Statistics versi 25. Hasil analisis data dari penelitian ini menunjukkan bahwa : 1) Kompensasi berpengaruh positif dan signifikan terhadap Kepuasan kerja. 2) *Time Flexibility* berpengaruh positif dan signifikan terhadap Kepuasan kerja. 3) *Workplace Flexibility* berpengaruh positif dan signifikan terhadap Kepuasan kerja. 4) Kompensasi, *Time Flexibility* dan *Workplace Flexibility* secara simultan berpengaruh positif dan signifikan terhadap Kepuasan kerja.

Kata Kunci: *Kompensasi, Time Flexibility, Workplace Flexibility dan Kepuasan Kerja*



**THE INFLUENCE OF COMPENSATION, TIME FLEXIBILITY AND
WORKPLACE FLEXIBILITY ON JOB SATISFACTION OF GEN Z
EMPLOYEES IN HERBAL MEDICINE COMPANIES IN YOGYAKARTA
CITY**

Arista Shinta Dewi

Abstract

This study aimed to determine the effect of Compensation, Time Flexibility and Workplace Flexibility on Job Satisfaction of Gen Z employees who work at Herbal Medicine Companies in Yogyakarta City. This study used primary data with data collection methods through questionnaires that have been tested for validity and reliability. The sampling technique used in this research is non-probability sampling, namely, the purposive sampling method with a sample of 80 respondents. The data analysis carried out in this study is the classical assumption test, multiple linear regression analysis, hypothesis testing using the t-test and f test, and the coefficient of determination (Adjusted R²) with the help of the IBM SPSS Statistics version 25 program: 1) compensation has a positive and significant effect on job satisfaction. 2) Time Flexibility had a positive and significant effect on job satisfaction. 3) Workplace Flexibility had a positive and significant effect on job satisfaction. 4) Compensation, Time Flexibility and Workplace Flexibility simultaneously have a positive and significant effect on job satisfaction.

Keywords: Compensation, Time Flexibility, Workplace Flexibility and Job Satisfaction.