

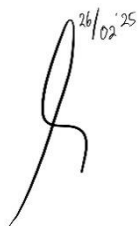
PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PADA INDUSTRI PERHOTELAN DI KOTA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan lingkungan kerja terhadap kepuasan kerja karyawan pada industri perhotelan di kota Yogyakarta. Dalam penelitian ini, metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* dengan jumlah sebanyak 100 responden. Pengumpulan data primer dengan cara menyebarkan kuesioner yang telah diuji validitas dan reliabilitasnya. Penelitian ini menggunakan analisis regresi linier berganda dengan bantuan program SPSS 27 . Pengujian statistik yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji heteroskedastisitas, uji multikolinearitas, analisis regresi linier berganda , uji T, uji F dan koefisien determinasi . Hasil penelitian ini menunjukkan bahwa : (1) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan karena nilai t hitung sebesar $5,644 > t \text{ tabel } 1,661$ dan nilai beta sebesar $0,352$ bernilai positif dengan nilai signifikan sebesar $0,001 < 0,05$. (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan karena nilai t hitung sebesar $9,811 > t \text{ tabel } 1,661$ dan nilai beta sebesar $0,368$ bernilai positif dengan nilai signifikan sebesar $0,001 < 0,05$. (3) kompensasi dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan karena nilai F hitung sebesar $117,647 > F \text{ tabel } 3,09$ dan nilai signifikan sebesar $0,001 < 0,05$. Berdasarkan hasil koefisien determinasi (R^2), diketahui nilai *Adjust R Square* sebesar $0,702$ atau $70,2\%$ yang berarti variasi kepuasan kerja karyawan dapat dijelaskan oleh variabel kompensasi dan lingkungan kerja , sisany $29,8\%$ dijelaskan oleh faktor lain di luar penelitian.

Kata Kunci: *Kompensasi, Lingkungan Kerja , Kepuasan Kerja Karyawan*

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**THE INFLUENCE OF COMPENSATION AND WORK ENVIRONMENT ON
EMPLOYEE JOB SATISFACTION IN THE HOSPITALITY INDUSTRY
IN YOGYAKARTA CITY**

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Abstract

This study aims to ascertain the impact of compensation and work environment on employee job satisfaction in the hotel industry in the city of Yogyakarta. The present study utilizes purposive sampling, with a total of 100 respondents. Primary data were collected through the administration of questionnaires that had been previously tested for validity and reliability. The analysis employed a multiple linear regression model facilitated by the SPSS 27 software program. The statistical tests conducted in this study include validity tests, reliability tests, normality tests, linearity tests, heteroscedasticity tests, multicollinearity tests, multiple linear regression analysis, T-tests, F-tests, and coefficient of determination. The results of this study indicate that (1) compensation has a positive and significant effect on employee job satisfaction because the calculated t value is $5.644 > t \text{ table } 1.661$ and a beta value of 0,352, which is positive with a significant value of $0.001 < 0.05$. (2) the work environment has a positive and significant effect on employee job satisfaction because the calculated t value is $9.811 > t \text{ table } 1.661$ and a beta value of 0,368, which is positive with a significant value of $0.001 < 0.05$. (3) compensation and work environment simultaneously have a positive and significant effect on employee job satisfaction because the calculated F value is $117.647 > F \text{ table } 3.09$, and the significant value is $0.001 < 0.05$. Based on the results of the determination coefficient (R^2), the Adjusted R Square value is 0.702 or 70.2%, which means that the variation in employee job satisfaction can be explained by the compensation and work environment variables, the remaining 29.8% is explained by other factors outside the study.

Keywords: *Compensation, Work Environment, Employee Job Satisfaction*