

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi, beban kerja, dan lingkungan kerja terhadap kepuasan kerja karyawan PT Bank Pembangunan Daerah Sumatera Selatan dan Bangka Belitung KC Kapten A Rivai Palembang. Pendekatan yang digunakan adalah kuantitatif dengan metode survei melalui kuesioner kepada 60 responden, serta analisis regresi linear berganda menggunakan SPSS 26. Variabel kompensasi diukur melalui tiga indikator, yaitu: gaji, bonus, tunjangan. Variabel beban kerja diukur melalui tiga indikator, yaitu: banyaknya pekerjaan, target kerja, kondisi pekerjaan. Variabel lingkungan kerja diukur melalui tiga indikator, yaitu: hubungan antar pegawai, suasana kerja, fasilitas-fasilitas kerja. Variabel kepuasan kerja diukur melalui tiga indikator, yaitu: pekerjaan, upah, pengawas. Hasil penelitian menunjukkan bahwa kompensasi, beban kerja, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, baik secara parsial maupun simultan. Model regresi yang diperoleh adalah $Y = 2,878 + 0,296 (X_1) + 0,285 (X_2) + 0,254 (X_3)$. Uji t menunjukkan bahwa ketiga variabel independen berpengaruh signifikan terhadap kepuasan kerja dengan nilai signifikansi $0.000 < 0.05$. Uji F juga menunjukkan pengaruh signifikan secara simultan dengan $F_{hitung} 34,112 > F_{tabel} 1,290$. Nilai Adjusted R Square sebesar 0,627 menunjukkan bahwa 62,7% variasi kepuasan kerja dijelaskan oleh ketiga variabel tersebut, sedangkan 37,3% dipengaruhi oleh faktor lain di luar penelitian.

Kata kunci: Kompensasi, Beban Kerja, Lingkungan Kerja, Kepuasan Kerja, Bank Sumsel Babel.

ABSTARCT

*This study aims to analyze the effect of compensation, workload, and work environment on employee job satisfaction at PT Bank Pembangunan Daerah Sumatera Selatan dan Bangka Belitung, Kapten A. Rivai Branch, Palembang. The research uses a quantitative approach with survey methods through questionnaires distributed to 60 respondents. Data were analyzed using multiple linear regression with the help of SPSS version 26. The compensation variable is measured through three indicators: salary, bonuses, and allowances. The workload variable is measured through three indicators: amount of work, work targets, and work conditions. The work environment variable is measured through three indicators: employee relationships, work atmosphere, and work facilities. The job satisfaction variable is measured through three indicators: work, salary, and supervision. The results show that compensation, workload, and work environment have a positive and significant influence on job satisfaction, both partially and simultaneously. The resulting regression model is $Y = 2.878 + 0.296(X1) + 0.285(X2) + 0.254(X3)$. The *t*-test results indicate that all three independent variables significantly affect job satisfaction, with a significance value of $0.000 < 0.05$. The *F*-test also shows a significant simultaneous effect with $F_{count} 34.112 > F_{table} 1.290$. The Adjusted R Square value of 0.627 indicates that 62.7% of the variation in job satisfaction is explained by the three variables, while the remaining 37.3% is influenced by other factors not included in this study.*

Keywords: *Compensation, Workload, Work Environment, Job Satisfaction, Bank Sumsel Babel.*