

ABSTRAK

Penelitian ini bertujuan untuk mengetahui tingkat pemberian kompensasi terhadap kepuasan kerja karyawan pada Koperasi Karyawan Pusri (KKP) Palembang. Kompensasi yang meliputi gaji pokok, bonus, dan upah lembur, sedangkan kepuasan kerja diukur melalui indikator isi pekerjaan, pengawasan, promosi, gaji, dan rekan kerja. Metode penelitian yang digunakan adalah pendekatan kuantitatif deskriptif. Data diperoleh melalui penyebaran kuesioner kepada 22 karyawan tetap Koperasi Karyawan Pusri (KKP) Palembang. Jawaban responden diukur menggunakan skala Likert dan dianalisis dengan metode Indeks Skor (IS) untuk mengetahui tingkat pemberian kompensasi dan kepuasan kerja karyawan. Hasil penelitian menunjukkan bahwa tingkat pemberian kompensasi pada Koperasi Karyawan Pusri (KKP) Palembang memperoleh rata-rata indeks skor sebesar 74,9% yang berada pada kategori tinggi. Indikator bonus memperoleh nilai tertinggi sebesar 75,7%, diikuti gaji pokok sebesar 75,2%, sedangkan upah lembur memperoleh nilai terendah sebesar 73,9%. Sementara itu, tingkat kepuasan kerja karyawan memperoleh rata-rata indeks skor sebesar 74,0% yang berada pada kategori puas. Indikator rekan kerja memperoleh nilai tertinggi sebesar 87,0%, diikuti isi pekerjaan sebesar 83,2%, promosi sebesar 73,0%, dan pengawasan sebesar 69,4%, sedangkan indikator gaji memperoleh nilai terendah sebesar 57,3%. Berdasarkan hasil penelitian dapat disimpulkan bahwa pemberian kompensasi pada Koperasi Karyawan Pusri (KKP) Palembang telah berjalan dengan baik dan diikuti oleh tingkat kepuasan kerja karyawan yang berada pada kategori puas.

Kata Kunci: Kompensasi, Kepuasan Kerja, Koperasi Karyawan Pusri.

ABSTRACT

This study aims to determine the level of compensation provided and employee job satisfaction at the Pusri Employee Cooperative (KKP) Palembang. The compensation variable consists of basic salary, bonuses, and overtime pay, while job satisfaction is measured through the indicators of job content, supervision, promotion, salary, and co-workers. This study employed a descriptive quantitative approach. Data were collected through questionnaires distributed to 22 permanent employees of the Pusri Employee Cooperative (KKP) Palembang. Respondents' answers were measured using a Likert scale and analyzed using the Score Index (SI) method to determine the level of compensation and employee job satisfaction. The results showed that the level of compensation at the Pusri Employee Cooperative (KKP) Palembang achieved an average score index of 74.9%, which falls into the high category. The bonus indicator obtained the highest score of 75.7%, followed by basic salary at 75.2%, while overtime pay received the lowest score of 73.9%. Meanwhile, employee job satisfaction achieved an average score index of 74.0%, which is categorized as satisfied. The co-worker indicator obtained the highest score of 87.0%, followed by job content at 83.2%, promotion at 73.0%, and supervision at 69.4%, while the salary indicator received the lowest score of 57.3%. Based on the findings, it can be concluded that the compensation system implemented at the Pusri Employee Cooperative (KKP) Palembang has been carried out effectively and is accompanied by a satisfactory level of employee job satisfaction.

Keywords: Compensation, Job Satisfaction, Pusri Employee Cooperative.