

INTISARI

PENGARUH MOTIVASI KERJA DAN KOMPENSASI TERHADAP KEPUASAN KERJA KARYAWAN (STUDI PADA RUMAH SAKIT SUKMUL SISMA MEDIKA JAKARTA UTARA)

Oleh HADI OETOMO

Penelitian ini bertujuan untuk menganalisis: 1) pengaruh motivasi kerja terhadap kepuasan kerja, 2) pengaruh kompensasi terhadap kepuasan kerja, dan 3) pengaruh motivasi dan kompensasi secara simultan terhadap kepuasan kerja karyawan Rumah Sakit Sukmul Sisma Medika Jakarta.

Penelitian ini menggunakan data primer yang diperoleh dengan menyebarkan kuesioner. Populasi penelitian adalah seluruh karyawan RS Sukmul Sisma Medika Jakarta yang berjumlah 250 orang. Sampel penelitian berjumlah 135 yang diambil dengan teknik *purposive random sampling* dengan kriteria karyawan yang telah bekerja minimal 1 tahun. Instrumen untuk mengambil data penelitian ini berupa kuesioner dengan skala likert untuk mengungkapkan motivasi kerja, persepsi terhadap kompensasi dan kepuasan kerja karyawan. Validitas instrumen diuji menggunakan teknik korelasi pearson, dan reliabilitasnya dihitung menggunakan formula Alpha Cronbach. Teknik analisis yang digunakan adalah analisis deskriptif dan analisis regresi linier berganda. Analisis deskriptif untuk mengungkapkan karakteristik responden dan melihat tingkat motivasi kerja, tingkat kompensasi berdasar persepsi karyawan dan tingkat kepuasan karyawan. Analisis regresi linier berganda digunakan untuk menguji hipotesis dengan disertai uji asumsi klasik multikolieritas, autokorelasi dan heteroskedastisitas.

Hasil penelitian ini menunjukkan: 1) berdasar analisis deskriptif tingkat motivasi kerja karyawan termasuk kategori tinggi, tingkat kompensasi berdasar persepsi karyawan termasuk kategori sedang, dan tingkat kepuasan karyawan termasuk kategori tinggi, 2) berdasarkan pengujian hipotesis: (i) motivasi kerja berpengaruh positif terhadap kepuasan kerja karyawan dengan nilai t-test 3,004 dan $p = 0,003$; (ii) kompensasi berpengaruh positif terhadap kepuasan kerja karyawan dengan nilai t-test 4,187 dan $p = 0,000$; (iii) motivasi kerja dan kompensasi secara simultan berpengaruh terhadap kepuasan kerja karyawan RS Sukmul Sisma Medika dengan F test 16,457 dan $p = 0,000$. Hasil pengujian hipotesis dengan regresi ini dapat diandalkan karena regresi terbebas dari gangguan asumsi klasik multikolinieritas, autokorelasi dan heteroskedastisitas.

Kata Kunci: Kepuasan Kerja, Motivasi, Kompensasi, Rumah Sakit

ABSTRACT

THE INFLUENCE OF WORKING MOTIVATION AND COMPENSATION TOWARD THE EMPLOYEES' WORKING SATISFACTION (Case Study in Sukmul Sisma Medika Hospital North Jakarta)

By: Hadi Oetomo

This research intended to analyze: 1) the influence of working motivation toward the working satisfaction, 2) the influence of compensation toward working satisfaction, and 3) the influence of motivation and compensation simultaneously toward the employee's working satisfaction in Sukmul Sisma Medika Hospital, Jakarta).

This research used primary data that was gained by spreading questioners. The population of this research was all of employees in Sukmul Sisma Medika Hospital Jakarta by total of 250 respondents. The samples of this research were 135 respondents that were gained by purposive random sampling technique with the criteria that these employees have been working minimally 1 year. The instrument to gain data of this research was questioner by Likert scale to reveal the working motivation, perspective toward the compensation and employees' working satisfaction. The validity of instrument was tested by using technique of Pearson correlation, and its reliability was calculated by using formulation of Alpha Cronbach. The technique of analysis used was descriptive analysis and multiple linear regression analysis. Descriptive analysis revealed the respondents' characteristic and the employees' level of working satisfaction. The multiple regression analysis was used to test the hypothesis, by the follows of assumption test of multicollinearity, autocorrelation, and heteroscedasticity.

The result of this research showed: 1) based on descriptive analysis of employee's level of working satisfaction is included in high category, level of compensation based on the employees' perspective is included in moderate category, and the level of working satisfaction is included in high category, 2) based on the hypothesis testing: (i) working motivation positively impacts toward the employees' working satisfaction by t-test value of 3,004 and $p = 0,003$; (ii) compensation positively impacts to the employees' working satisfaction by t-test value of 4,187 and $p = 0,000$; (iii) working motivation and compensation simultaneously impacts toward working satisfaction of the employees in Sukmul Sisma Medika Hospital by t-test of 16,457 and $p = 0,000$. The result of hypothesis testing by using this regression can be relied on by the reason of the regression is independent from any disturbance of assumption of multicollinearity, autocorrelation, and heteroscedasticity.

Keyword: Working Satisfaction, Motivation, Compensation, Hospital