

INTISARI

Penelitian ini bertujuan untuk mengetahui apakah keadilan kompensasi persepsian mempengaruhi kepuasan kerja karyawan Kantor Pelayanan Pajak Pratama Magelang. Data yang digunakan dalam penelitian ini adalah data primer dan data sekunder. Data primer diperoleh dari penyebaran kuesioner dan wawancara terhadap karyawan Kantor Pelayanan Pajak Pratama Magelang, sedangkan data sekunder diperoleh dari studi kepustakaan. Sampel diambil dengan menggunakan metode *purposive sampling*.

Dengan menggunakan uji regresi linier diketahui bahwa terdapat pengaruh yang positif dan signifikan antara keadilan kompensasi persepsian dan kepuasan kerja karyawan.

Berdasarkan penjumlahan skor butir-butir pernyataan kuesioner diketahui bahwa pada umumnya karyawan Kantor Pelayanan Pajak Pratama Magelang merasa cukup puas atas kompensasi yang diterimanya. Namun kepuasan yang dirasakan belum optimal sehingga kantor pajak perlu memperhatikan faktor-faktor pembentuk kepuasan kerja agar karyawan lebih termotivasi dalam bekerja dan mampu memberikan kontribusi yang terbaik bagi kantor.

Kata kunci : keadilan kompensasi, kepuasan kerja, Kantor Pelayanan Pajak Pratama Magelang.



ABSTRACT

The purposed of this research is to recognize whether the employee perception about compensation fairness influenced on job satisfaction at Magelang Small Taxpayers Office. The data that used in this research is primary and secondary data. Primary data was obtained from spreading questionnaire and interviewing toward the employees at Magelang Small Taxpayers Office, while secondary data was obtained from literature review. The sample was taken by using purposive sampling.

By applying the simple test of the regression of the linier, it can be obtained that there is a positive influence and significance between perception about compensation fairness and job satisfaction.

Through the total of the score, found in the statement of the questionnaire is obtained that in general the employees at Magelang Small Taxpayers Office are enough satisfied with their compensation accepted. But the satisfaction that is owned is still not optimal, so that company must pay more attention towards the factors of the formation of job satisfaction so that employee will give more motivation in their work, and they will be able in giving their best contribution for the necessity of the organization.

Keyword : compensation fairness, job satisfaction, Magelang Small Taxpayers Office.