

## ABSTRACT

This research aims to understand a part of Human Resource Centralized Department by measurement the indicator of questioners which have been fulfill by employees in order to accomplish employee satisfaction. The indicator to measure employee satisfaction include of Monetary and nonmonetary reward, Job characteristic, Work characteristic, Personel characteristic. Human Resources Nowadays concentrate only for Learning and Development, Compensation , Remuniration and also Industrial relationship. The functions of human resources Management can be divided into 4 parts : Strategic business partner, Change management, Employee champion, and Expert Administration. towards for better transformation of HR.

The results of job satisfaction indicator is divided into indicators Vision / Mission Organization, obtained an average value of a total of 18.25. This shows that the responses of respondents regarding Vision / Mission Organization classified as Neutral category. Indicators Corporate Structure, Corporate Culture and Communication, obtained an average value of the total of 25.45. Concluded that the responses of respondents regarding the Company Structure, Corporate Culture and Communications Agree classified categories. Indicator of respondent's role in the work, obtained an average value of a total of 27.19. that the responses of respondents regarding the role of respondents in job categories classified Setuju. indikator Salaries and Allowances, the total value gained an average of 19.61. This shows the responses of respondents regarding classified Salaries and Allowances Neutral category. Indicators Role of Human Resources, the total value gained an average of 25.5. can be concluded that the responses of respondents regarding Role of Human Resources Agreed classified categories

**Keyword :** *Human Resource Centralized Department, employee satisfaction, Monetary and nonmonetary reward, Job characteristic, Work characteristic, Personel characteristic, Learning and Development, Compensation , Remuniration Industrial relationship.*