

ABSTRAK

**HUBUNGAN PERSEPSI KARYAWAN TERHADAP KOMPENSASI,
KEPEMIMPINAN, DAN LINGKUNGAN KERJA
DENGAN KEPUASAN KERJA**

Studi Kasus

Perusahaan Daerah Air Minum Kabupaten Sleman
Yogyakarta 2004

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Penelitian ini bertujuan untuk menguji ada tidaknya hubungan positif antara persepsi karyawan terhadap kompensasi dengan kepuasan kerja, persepsi karyawan terhadap kepemimpinan dengan kepuasan kerja, dan persepsi karyawan terhadap lingkungan kerja dengan kepuasan kerja di PDAM Kabupaten Sleman pada tahun 2004.

Populasi penelitian ini mencakup seluruh karyawan PDAM Kabupaten Sleman yang berjumlah 203 orang. Sampel dalam penelitian ini adalah 50 orang karyawan yang bekerja di kantor pusat. Penentuan sampel wilayah menggunakan teknik acak *Cluster*, sedangkan penentuan sampel subyek menggunakan teknik *simple random sampling*. Instrumen penelitian yang digunakan adalah skala psikologi atau skala. Untuk menghitung validitas skala digunakan rumus korelasi *Product Moment*, sedangkan untuk menghitung reliabilitas skala digunakan teknik Anava Hoyt. Selanjutnya teknik analisis data yang digunakan dalam penelitian ini adalah teknik analisis data kuantitatif dengan menggunakan teknik analisis korelasi *Product Moment* dengan taraf signifikansi $\alpha = 0,05$ dan rumus statistik uji t.

Berdasarkan uji hipotesis dengan menggunakan teknik analisis korelasi *Product Moment*, hasil penelitian menunjukkan: (1) ada hubungan positif dan signifikan antara persepsi karyawan terhadap kompensasi dengan kepuasan kerja di PDAM Kabupaten Sleman pada tahun 2004, (2) ada hubungan positif dan signifikan antara persepsi karyawan terhadap kepemimpinan dengan kepuasan kerja di PDAM Kabupaten Sleman pada tahun 2004, dan (3) ada hubungan positif dan signifikan antara persepsi karyawan terhadap lingkungan kerja dengan kepuasan kerja di PDAM Kabupaten Sleman pada tahun 2004.

Selanjutnya berdasarkan uji hipotesis korelasi dengan menggunakan rumus statistik uji t, hasil penelitian ini menunjukkan: (1) ada hubungan antara persepsi karyawan terhadap kompensasi dengan kepuasan kerja di PDAM Kabupaten Sleman secara nyata dan bersifat positif, (2) ada hubungan antara persepsi karyawan terhadap kepemimpinan dengan kepuasan kerja di PDAM Kabupaten Sleman secara nyata dan bersifat positif, dan (3) ada hubungan antara persepsi karyawan terhadap kompensasi dengan lingkungan kerja di PDAM Kabupaten Sleman secara nyata dan bersifat positif.

ABSTRACT

**THE RELATIONSHIP BETWEEN THE EMPLOYEES' PERCEPTION
TOWARD COMPENSATION, LEADERSHIP, WORK ENVIRONMENT
AND WORK SATISFACTION**

A Case Study
at Water Drink Local Company
("PDAM"), Sleman Regency
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This study was aimed to find out whether or not there was a positive relationship between the employees' perception toward compensation and work satisfaction; the employees' perception toward leadership and work satisfaction; and the employees' perception toward work environment and work satisfaction in "PDAM" of Sleman Regency in 2004.

The population of this study covered all employees of "PDAM" of Sleman Regency, which were 203 people. The samples assigned in this study were 50 employees working in the central office. Area sample determination employed cluster random sampling technique, while subject sample determination employed simple random sampling technique. Research instrument employed in this study was psychology scale or scale. Product Moment correlation was used to compute the validity scales; meanwhile to find the reliability scales, Anava Hoyt technique was used. Furthermore, the data analysis technique implemented in this study was quantitative data analysis by using Product Moment correlation analysis technique with level of significant $\alpha = 0.05$ and t-test statistic formula.

Based on the hypothesis testing using Product Moment correlation analysis, the findings of the study showed: (1) there was a positive and significant relationship between the employees' perception toward compensation and work satisfaction in "PDAM" of Sleman Regency in 2004; (2) there was a positive and significant relationship between the employees' perception toward leadership and work satisfaction in "PDAM" of Sleman Regency in 2004; and (3) there was a positive and significant relationship between the employees' perception toward work environment and work satisfaction in "PDAM" of Sleman Regency in 2004.

Moreover, based on the correlation hypothesis testing using t-test statistic formula, the findings of the study showed: (1) there was a tangible and positive relationship between the employees' perception toward compensation and work satisfaction in "PDAM" of Sleman Regency; (2) there was a tangible and positive relationship between the employees' perception toward leadership and work satisfaction in "PDAM" of Sleman Regency; and (3) there was a tangible and positive relationship between the employees' perception toward compensation and work environment in "PDAM" of Sleman Regency.