

HUBUNGAN ANTARA SIKAP TERHADAP PEMBERIAN KOMPENSASI FINANSIAL DAN KEPUASAN KERJA PADA KARYAWAN PRODUKSI PT. YEKATRIA FARMA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara sikap terhadap pemberian kompensasi finansial dan kepuasan kerja pada karyawan PT. Yekatria Farma. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara sikap terhadap pemberian kompensasi finansial dan kepuasan kerja karyawan. Teknik pengambilan sampel menggunakan teknik sampling jenuh dengan subjek sebanyak 95 karyawan produksi PT. Yekatria Farma. Metode pengumpulan data adalah dengan penyebaran skala yang dikembangkan oleh peneliti. Reliabilitas skala sikap terhadap pemberian kompensasi finansial dan skala kepuasan kerja masing-masing diuji menggunakan teknik *Alpha Cronbach*. Skala sikap terhadap pemberian kompensasi finansial terdiri dari 60 aitem dengan nilai reliabilitas 0,953. Skala kepuasan kerja terdiri dari 30 aitem dengan nilai reliabilitas 0,935. Berdasarkan hasil uji asumsi, data sikap terhadap pemberian kompensasi finansial dan data kepuasan kerja termasuk dalam distribusi tidak normal dan linear. Uji hipotesis data penelitian dilakukan dengan menggunakan teknik korelasi *Spearman's Rho Correlation*. Hasil uji hipotesis menunjukkan nilai korelasi sebesar 0,812 dengan $p = 0,000$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang kuat dan signifikan antara sikap terhadap pemberian kompensasi finansial dan kepuasan kerja yang berarti bahwa hipotesis diterima.

Kata kunci : sikap terhadap pemberian kompensasi finansial, kepuasan kerja, karyawan

**RELATIONSHIP BETWEEN ATTITUDE TOWARD APPROPRIATIONS
FINANCIAL COMPENSATION AND JOB SATISFACTION
ON PT. YEKATRIA FARMA'S PRODUCTION EMPLOYEES**

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ABSTRACT

This research aimed to determine the relationship between attitude toward appropriations financial compensation and job satisfaction on PT. Yekatria Farma's production employees. The hypothesis proposed in this research was the positive correlation between attitude toward appropriations financial compensation and job satisfaction. The samples were taken by saturated sampling technique with total subject were 95 production employees on PT. Yekatria Farma. Data gained method using distribution scale which developed by researcher. Reliability of attitude toward appropriations financial compensation scale and job satisfaction scale were tested using Alpha Cronbach. Scale of attitude toward appropriations financial compensation consists of 60 items and the reliability value was 0,953. The scale of job satisfaction consists of 30 items and the reliability value was 0,935. Based on the assumptions test, the data of attitude toward appropriations financial compensation and job satisfaction were not normal and linear. The hypothesis test conducted in this research were using Spearman's Rho Correlation technique. Result of hypothesis test showed that correlation of attitude toward appropriations financial compensation and job satisfaction was 0,812 with $p = 0,000$ ($p < 0,05$). This result showed that there were strong positive and significant correlation between attitude toward appropriations financial compensation and job satisfaction which means that the hypothesis was accepted.

Keywords: attitude toward appropriations financial compensation, job satisfaction, employees