

ABSTRACT**THE INFLUENCE OF SOCIAL ATMOSPHERE, JOB SAFETY PROGRAM, AND COMPENSATION SYSTEM TOWARD EMPLOYEE'S JOB SATISFACTION.**

A Case study at PT. PLN (PERSERO) Service and Network Area

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The aims of this research were to know: (1) the influence of social atmosphere toward employee's job satisfaction; (2) the influence of job safety program toward employee's satisfaction; (3) the influence of compensation system toward employee's job satisfaction.

This research was done from July to August 2006. The population of this research was the employee's of PT.PLN (PERSERO) Purwokerto. The number of this research sample was 87 employee. Methods of collecting the data are interview documentation, and questionnaire. Technique of data analysis is *Chi Square*.

The result of this research showed that: (1) there was influence in social atmosphere toward employee's job satisfaction ($\chi^2_{\text{Count}} 16,696 > \chi^2_{\text{tab}} 3,841$); (2) there was influence in safety program toward employee's satisfaction ($\chi^2_{\text{count}} 21,083 > \chi^2_{\text{tab}} 3,841$); (3) there was influence in compensation system toward employees ($\chi^2_{\text{count}} 26,572 > \chi^2_{\text{tab}} 3,841$).

ABSTRAK**PENGARUH IKLIM SOSIAL, PROGRAM KESELAMATAN
KERJA, DAN SISTEM KOMPENSASI TERHADAP KEPUASAN
KERJA KARYAWAN.**

Studi kasus pada PT. PLN (PERSERO) Area Pelayanan dan Jaringan Purwokerto
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Penelitian ini bertujuan untuk mengetahui apakah: (1) ada pengaruh iklim sosial terhadap kepuasan kerja karyawan; (2) ada pengaruh program keselamatan kerja terhadap kepuasan kerja karyawan; (3) ada pengaruh sistem kompensasi terhadap kepuasan kerja karyawan.

Penelitian dilakukan pada bulan Juli-Agustus 2006. Populasi penelitian ini adalah seluruh karyawan PT.PLN (PERSERO) Purwokerto. Jumlah sampel penelitian ini adalah 87 karyawan. Metode pengumpulan data yang digunakan adalah wawancara, dokumentasi, dan kuesioner. Teknik analisis data yang digunakan adalah *Chi Square*.

Hasil penelitian menunjukkan bahwa: (1) Ada pengaruh iklim sosial terhadap kepuasan kerja karyawan ($\chi^2_{hitung} 16,696 > \chi^2_{tabel} 3,841$); (2) Ada pengaruh program keselamatan kerja terhadap kepuasan kerja karyawan ($\chi^2_{hitung} 21,083 > \chi^2_{tabel} 3,841$); (3) Ada pengaruh sistem kompensasi terhadap kepuasan kerja karyawan ($\chi^2_{hitung} 26,572 > \chi^2_{tabel} 3,841$).