

AN ANALYSIS OF FACTORS INFLUENCING EMPLOYEE JOB SATISFACTION AT PT. RODATEKNINDO PURAJAYA BENGKULU

By

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ABSTRACT

Human resources are the main component for every company to achieve its goals. Good management is carried out not only to achieve financial performance from the company side. However, employee's goals are part of the company's progress, especially for PT. Rodateknindo Purajaya Bengkulu which operates in the contracting and construction sector. The purpose of this research is to determine the factors that influence employee job satisfaction at PT. Rodateknindo Purajaya Bengkulu. This type of research is an explanatory research type. The data were collected through observation and questionnaire techniques, with a sample of 130 respondents. The results showed that multiple linear regression $Y = 17.462 + 0.212 X1 + 0.071 X2 + 0.098 X3 + 0.068 X4 + 0.068 X5$ Where the coefficient is positive, meaning that there is a positive or unidirectional relationship between the variables fulfilling needs (X1), differences (X2), achieving values (X3), justice (X4), organizational culture (X5) and job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The results of the needs fulfillment test (X1) show $t_{count} 4.647 > t_{table} 1.979$ and significance $0.008 < 0.05$, meaning that fulfillment of needs (X1) has a positive and significant effect on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The results of the difference test (X2) show $t_{count} 2.694 > t_{table} 1.979$ and significance $0.005 < 0.05$, meaning that the difference (X2) has a positive and significant effect on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The results of the value achievement test (X3) show $t_{count} 2.870 > t_{table} 1.979$ and significance $0.000 < 0.05$, meaning that value achievement (X3) has a positive and significant effect on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The results of the justice test (X4) show that t_{count} is $3.657 > t_{table} 1.979$ and the significance is $0.000 < 0.05$, meaning that justice (X4) has a positive and significant effect on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The results of the organizational culture test (X5) show $t_{count} 3,800 > t_{table} 1,979$ and significance $0.000 < 0.05$, meaning that organizational culture (X5) has a positive and significant effect on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu. The result of the Ftable value, namely $22.106 > 2.17$, means that the hypothesis is accepted, meaning that there is a simultaneous influence between meeting needs (X1), differences (X2), achieving values (X3), justice (X4), organizational culture (X5) on job satisfaction (Y) at PT. Rodateknindo Purajaya Bengkulu.

Key words: Fulfillment of needs, differences, achievement of values, justice, organizational culture, job satisfaction



1. Student
2. Supervisors

