

PENGARUH BUDAYA ORGANISASI DAN KOMPENSASI TERHADAP
KEPUASAN KERJA DALAM MENINGKATKAN KINERJA KARYAWAN (STUDI
KASUS PADA GENERASI BABY BOOMERS, X, Y DAN Z)

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The purpose of this study was to analyze the influence of organizational culture and compensation towards job satisfaction in improving the performance of employees of the baby boomers, generation x, y, and z. Respondents in this research is done by taking a employee population from some random generation of working around the area of West Jakarta and Tangerang. The method is carried out in the form of survey method with the dissemination of questionnaires with population numbers 150 people. In conducting this research, the author uses the validity test, mobility, classic assumption test and f & t test. In conducting this research, the author uses the SPSS application version 17.0.

The results of this research show that the culture of the Organization and compensation have levels of influence significantly to job satisfaction in improving employee performance. Adjustment of organizational culture in the work environment and the granting of compensation in accordance with the work that is given to the employee can be influential with the job satisfaction of employees in a company as well as improve productivity Or performance employees at the company.

Keywords: organizational culture, compensation, job satisfaction, and Employee Performance.