

ABSTRAK

PT.Aneka Gas Industri Tbk, Medan termasuk salah satu perusahaan yang tergolong besar di Indonesia. Sebagai suatu perusahaan besar perlu untuk memperhatikan, mengkaji dan mengatur manajemen sumber daya manusia dan dukungan yang baik kepada kinerja karyawan yang dimiliki, sehingga akan memberikan dampak kepada meningkatkan kinerja karyawan yang dapat memberikan pengaruh yang baik untuk keuntungan perusahaan. Data yang diperoleh penulis didapat melalui hasil isian kuisioner yang diisi oleh karyawan PT Aneka Gas Industri Tbk, Medan. Adapun tingkat kepuasan kerja karyawan dinilai berdasarkan 5 aspek yaitu aspek pekerjaan itu sendiri, aspek gaji/kompensasi, aspek ada tidaknya jenjang karir, aspek dan dukungan rekan kerja, serta aspek kepemimpinan atasan. Hasil penelitian menunjukkan bahwa persentase tingkat perasaan puas karyawan terhadap pekerjaan itu sendiri adalah 76%, tingkat perasaan puas karyawan terhadap gaji/kompensasi sebesar 75%, tingkat perasaan puas karyawan terhadap jenjang karir sebesar 70%, tingkat perasaan puas karyawan terhadap rekan kerja 85%, serta tingkat kepuasan karyawan terhadap atasan sebesar 76%. Persentase perasaan puas akan kerja karyawan di PT.Aneka Gas Industri Tbk, Medan dominan merasa puas yaitu sebesar 83,3%.

Kata Kunci: Sumber Daya Manusia, Kepuasan Kerja, , Indikator Kepuasan Kerja.

ABSTRACT

PT. Aneka Gas Industri Tbk, Medan is one of the largest companies in Indonesia. As a large company, it is necessary to pay attention to, review and regulate human resource management and good support for the performance of its employees, so that it will have an impact on improving employee performance which can have a good influence on company profits. The data obtained by the authors were obtained through the results of questionnaires filled out by employees of PT Aneka Gas Industri Tbk, Medan. The level of employee job satisfaction is assessed based on 5 aspects, namely aspects of the work itself, aspects of salary/compensation, aspects of the presence or absence of career paths, aspects and support from colleagues, and aspects of superior leadership. The results showed that the percentage level of employee satisfaction with the work itself was 76%, the level of employee satisfaction with salary/compensation was 75%, the level of employee satisfaction with the career path was 70%, the level of employee satisfaction with colleagues was 85%, and the level of employee satisfaction with superiors is 76%. The percentage of feeling satisfied with the work of employees at PT. Aneka Gas Industri Tbk, Medan is dominantly satisfied, which is 83.3%.

Keywords: Human Resources, Job Satisfaction, Job Satisfaction Indicators.