

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh kepribadian, pengalaman kerja dan kompensasi secara bersama-sama terhadap kepuasan kerja karyawan pada D'Raja Coffee Medan. Metode penelitian dengan menggunakan penelitian kuantitatif deskriptif dengan 59 responden. Pada penelitian ini, penulis menggunakan pengolahan data statistik yaitu program SPSS versi 21 dengan maksud untuk mengolah tabulasi jawaban responden dari kuesioner penelitian. Hasil penelitian menunjukkan Berdasarkan hasil uji statistik t (parsial) kepribadian berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan di D'Raja Coffee Medan. Berdasarkan hasil uji statistik t (parsial) pengalaman kerja memiliki pengaruh positif dan signifikan terhadap kepuasan kerja karyawan di D'Raja Coffee Medan. Berdasarkan hasil uji statistik t (parsial) kompensasi memiliki pengaruh positif dan signifikan terhadap kepuasan kerja karyawan di D'Raja Coffee Medan. Kepribadian, pengalaman kerja, dan kompensasi secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan di D'Raja Coffee Medan dengan nilai koefisien determinasi *adjusted R square* sebesar 0,769 atau 76,9%. Nilai minimum pada penelitian ini pada variabel kompensasi sebanyak 17,000 hal ini menunjukkan rendahnya kompensasi yang diberikan perusahaan sehingga menyebabkan kinerja karyawan dapat menurun.

Kata Kunci : Kepribadian, Pengalaman Kerja, Kompensasi, Kepuasan Kerja.

ABSTRACT

This research was conducted to determine the influence of personality, work experience and compensation together on employee job satisfaction at D'Raja Coffee Medan. The research method used descriptive quantitative research with 59 respondents. In this research, the author used statistical data processing, namely the SPSS version 21 program with the aim of tabulating respondents' answers from the research questionnaire. The research results show that based on the results of the t (partial) statistical test, personality has a positive and significant effect on employee job satisfaction at D'Raja Coffe Medan. Based on the results of the t statistical test (partial), work experience has a positive and significant influence on employee job satisfaction at D'Raja Coffe Medan. Based on the results of the t statistical test (partial), compensation has a positive and significant influence on employee job satisfaction at D'Raja Coffe Medan. Personality, work experience and compensation simultaneously have a positive and significant effect on employee job satisfaction at D'Raja Coffee Medan with an adjusted R square coefficient of determination of 0.769 or 76.9%. The minimum value in this study for the compensation variable was 17,000, this shows that the compensation provided by the company is low, causing employee performance to decline.

Keywords: Personality, Work Experience, Compensation, Job Satisfaction.