

Paper-SH- 009: The Effect of Financial and Non Financial Compensation to Employee Job Satisfaction

Seto Sulaksonoa Adi Wibowo^a, Lu'luk Ibanah Alfian Z.M^a

^aJurusan Manajemen Bisnis, Politeknik Negeri Batam, Parkway street Batam Centre, Batam 29461

^{*}Corresponding author: seto@polibatam.ac.id

ABSTRACT

The quality of human resources need to be increased because humans are the main drivers in the company and the employees are the main wealth of the company and should be maintained properly. One way to keep it is to give compensation. From the purpose of this research is to determine the effect of partial and simultaneous financial compensation (X_1) and non-financial compensation (X_2) on job satisfaction (Y). The method used in this research is explanatory research with quantitative approach. Based on the results obtained indicate that the financial compensation variable (X_1) has a significant influence on job satisfaction (Y) and non-financial compensation variable (X_2) has a significant influence on job satisfaction (Y).

Keywords: financial compensation, non financial compensation, job satisfaction, partial regression, simultaneous regression