

ABSTRAK

Employee's Job Satisfaction adalah tingkatan para karyawan menyukai pekerjaan yang mereka jalani. Hal ini yang membuat perbedaan antara apa yang diharapkan oleh karyawan dengan apa yang mereka terima. Ini adalah sifat umum terhadap pekerjaan itu, perbedaan antara jumlah penghargaan yang diterima karyawan dan jumlah yang mereka percaya harus mereka terima. Tujuan dari penelitian ini adalah untuk menguji pengaruh *contingent reward*, *management by exception* dan *work environment* terhadap *employee job satisfaction* pada PT Salama Enersia Santosa. Penelitian ini menggunakan *purposive sampling* pada objek penelitian yaitu pada karyawan tetap. Hasil yang didapat dari penelitian ini ialah, *contingent reward*, *management by exception* dan *work environment* memiliki pengaruh positif signifikan terhadap *employee job satisfaction*.

Kata kunci: *contingent reward*, *management by exception*, *work environment*, *employee job satisfaction*



ABSTRACT

Employee's Job Satisfaction is the degree to which employees like the work they do. This makes the difference between what is expected by employees and what they receive. This is the general nature of the job, the difference between the number of awards employees receive and the amount they believe they should receive. The purpose of this study was to examine the effect of contingent reward, management by exception and work environment on employee job satisfaction at PT Salama Enersia Santosa. This study uses purposive sampling on the object of research that is on permanent employees. The results obtained from this study are, contingent reward, management by exception and work environment have a significant positive effect on employee job satisfaction.

Keywords: contingent reward, management by exception, work environment, employee job satisfaction

