

ABSTRACT

The purpose of this research is to know how financial compensation and non-financial compensation have significant influence to the teacher job's satisfaction in Al-Jannah Islamic School Jakarta. The data are taken from teacher's opinion about financial compensation, non-financial compensation and job satisfaction are needed to test the validity of the hypothesis. Data explored based on judgment and teacher's opinion from 51 respondents.

The result of data analyzed by multiple regression test shows that $Y = 0.545 + 0.507X1 + 0.372X2$, financial compensation variable ($X1$), t has calculate 4.298, non-financial ($X2$), t calculate 2.945. By using level significance alpha (5%) hence all variables in this research statistically is significant. Coefficient of determination (R^2) 0.819, it is supported by the value of the R-square has calculated 0.671, which means that independent variable can explain about dependent variables equal to 67.1%. F statistic test shows 32.9% it means that independent variable influences to teacher job satisfaction of Al-Jannah Islamic School Jakarta.

According to the research by multiple regression tests, can be concluded that the variables of financial compensation and non-financial compensation affect both individually and simultaneously. Between the two independent variables, financial compensation has a greater influence to the teacher work satisfaction instead of non-financial compensation.

Keywords: financial compensation, non-financial compensation