

## ABSTRAK

Tesis ini berjudul **Pengaruh Lingkungan Kerja, Budaya Organisasi dan Kompensasi terhadap Kepuasan Kerja Anggota Satuan Sabhara Kepolisian Resor Banjar, Faizal Nurhakim, NIM. 82302223008.**

Hasil studi awal menunjukkan bahwa masih terdapat beberapa Anggota Polres Banjar yang kurang puas terhadap pekerjaannya, lingkungan kerja di Polres Banjar dirasakan masih belum kondusif, belum kuatnya budaya organisasi dalam mempengaruhi perilaku Anggota Polres Banjar, dan masih terdapat beberapa Anggota Polres Banjar yang kurang puas terhadap kompensasi yang diberikan. Rumusan masalah yang diajukan dalam penelitian ini yaitu sebagai berikut: 1) Bagaimana pengaruh lingkungan kerja terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar?; 2) Bagaimana pengaruh budaya organisasi terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar?; 3) Bagaimana pengaruh kompensasi terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar?; dan 4) Bagaimana pengaruh lingkungan kerja, budaya organisasi dan kompensasi terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar?. Peneliti melakukan penelitian dengan menggunakan metode kuantitatif dengan metode survey. Populasi dalam penelitian ini adalah Anggota Satuan Sabhara Kepolisian Resor Banjar yang berkerja dalam Satuan Kerja dengan jumlah 65 orang. Teknis analisis data yang digunakan yaitu analisis regresi linear berganda dan uji hipotesis. Hasil penelitian menunjukkan bahwa: 1) Lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar; 2) Budaya organisasi memiliki pengaruh positif dan signifikan terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar; 3) Kompensasi memiliki pengaruh positif dan signifikan terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar; dan 4) Lingkungan kerja, budaya organisasi dan kompensasi memiliki pengaruh positif dan signifikan terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar. Adapun variabel independen yang memiliki pengaruh paling besar terhadap kepuasan kerja Anggota Satuan Sabhara Kepolisian Resor Banjar yaitu variabel lingkungan kerja.

**Kata Kunci: Lingkungan Kerja, Budaya Organisasi, Kompensasi, dan Kepuasan Kerja**

## **ABSTRACT**

***This thesis is entitled *The Influence of Work Environment, Organizational Culture and Compensation on Job Satisfaction of Members of the Banjar Resort Police Sabhara Unit, Faizal Nurhakim, NIM. 82302223008.****

*The results of the initial study show that there are still several members of the Banjar Police who are dissatisfied with their work, the work environment at the Banjar Police is still not conducive, the organizational culture is not yet strong in influencing the behavior of Banjar Police members, and there are still several members of the Banjar Police who are dissatisfied with compensation. which are given. The formulation of the problem proposed in this research is as follows: 1) How does the work environment influence the job satisfaction of members of the Banjar Resort Police Sabhara Unit?; 2) How does organizational culture influence the job satisfaction of members of the Banjar Resort Police Sabhara Unit?; 3) How does compensation affect the job satisfaction of members of the Sabhara Unit of the Banjar Resort Police?; and 4) How does the work environment, organizational culture and compensation influence the job satisfaction of members of the Banjar Resort Police Sabhara Unit?. Researchers conducted research using quantitative methods with survey methods. The population in this study were members of the Banjar Resort Police Sabhara Unit who worked in a work unit with a total of 65 people. The data analysis techniques used are multiple linear regression analysis and hypothesis testing. The research results show that: 1) The work environment has a positive and significant influence on the job satisfaction of members of the Banjar Resort Police Sabhara Unit; 2) Organizational culture has a positive and significant influence on job satisfaction of members of the Banjar Resort Police Sabhara Unit; 3) Compensation has a positive and significant influence on job satisfaction of members of the Banjar Resort Police Sabhara Unit; and 4) The work environment, organizational culture and compensation have a positive and significant influence on the job satisfaction of members of the Banjar Resort Police Sabhara Unit. The independent variable that has the greatest influence on job satisfaction of members of the Banjar Resort Police Sabhara Unit is the work environment variable*

***Keywords: Work Environment, Organizational Culture, Compensation, and Job Satisfaction***