

## INTISARI

Penelitian ini ditujukan untuk mengetahui bukti empiris mengenai pengaruh hubungan atasan dengan bawahan (*leader member exchange*), kompetensi, kompensasi finansial dan budaya organisasi terhadap kepuasan kerja. Selain itu untuk mengetahui pengaruh hubungan atasan dengan bawahan (*leader member exchange*), kompetensi, kompensasi finansial dan budaya organisasi terhadap kepuasan kerja secara simultan.

Penelitian ini dilakukan pada karyawan CV. Batik Indah Rara Djonggrang. Jumlah sampel pada penelitian ini 85 responden. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* dimana sampel diambil berdasarkan kriteria yang telah ditentukan. Adapun kriterianya adalah karyawan yang telah bekerja di CV. Batik Indah Rara Djonggrang selama 3 tahun. Metode pengumpulan data menggunakan kuesioner yang disebar kepada karyawan CV. Batik Indah Rara Djonggrang terkait variabel hubungan atasan dengan bawahan (*leader member exchange*), kompetensi, kompensasi finansial, budaya organisasi dan kepuasan kerja.

Berdasarkan hasil uji T hanya variabel hubungan atasan dengan bawahan (*leader member exchange*) yang tidak memiliki pengaruh signifikan terhadap kepuasan kerja sedangkan variabel lain seperti kompetensi, kompensasi finansial dan budaya organisasi memiliki pengaruh yang signifikan terhadap kepuasan kerja. Sedangkan berdasarkan hasil uji F menunjukkan bahwa variabel hubungan atasan dengan bawahan (*leader member exchange*), kompetensi, kompensasi finansial dan budaya organisasi berpengaruh secara simultan terhadap kepuasan kerja karyawan CV. Batik Indah Rara Djonggrang.

Kata kunci : hubungan atasan dengan bawahan (*leader member exchange*), kompetensi, kompensasi finansial, budaya organisasi dan kepuasan kerja.

## **ABSTRACT**

*This study aimed to determine the empirical evidence about the influence of leader member exchange (LMX), competence, financial compensation and organizational culture on job satisfaction. In addition to know the effect of leader member exchange (LMX), competence, financial compensation and organizational culture on job satisfaction simultaneously.*

*This research was conducted on employees CV. Batik Indah Rara Djonggrang. The number of samples in this studied 85 respondents. Sampling technique used was purposive sampling in which samples are taken based on predetermined criteria. The criteria were employees who have worked at CV. Batik Indah Rara Djonggrang more than 3 years. Methods of data collection used questionnaires were distributed to employees CV. Batik Indah Rara Djonggrang related variables leader member exchange (LMX), competence, financial compensation, organizational culture and job satisfaction..*

*Based on T test only leader member exchange that did not have a significant effect on job satisfaction while the other variables competence, financial compensation and organizational culture had significant influent on job satisfaction. While based on F test showed that the variables of leader member exchange, competence, financial compensation and organizational culture had simultaneous effect on job satisfaction CV. Batik Indah Rara Rara Djonggrang.*

*Keywords :leader member exchange (LMX), competence, financial compensation, organizational culture and job satisfaction.*