

RINGKASAN

Kepuasan kerja yang baik secara langsung meningkatkan kinerja organisasi, namun sayangnya, dalam laporan organisasi publik, sering kali aspek kepuasan pegawai diabaikan meskipun pembahasan lebih fokus pada kinerja pegawai. Tambahan Penghasilan Pegawai sebagai sebuah bentuk insentif dan Budaya Organisasi disinyalir mempengaruhi kepuasan kerja tersebut. Merujuk pada masalah penelitian, maka penelitian ini akan mengkaji Pengaruh Tambahan Penghasilan Pegawai dan Budaya Organisasi Terhadap Kepuasan Kerja di Badan Kepegawaian Daerah Provinsi Jawa Tengah.

Kepuasan kerja dalam Teori Dua Dimensi Kepuasan Kerja oleh Frederick Herzberg dapat diukur dengan dua faktor, yaitu faktor *Hygiene* yang berupa upah, kondisi kerja, kebijakan organisasi, keamanan, supervisi, dan faktor *Motivator* yang berupa pencapaian, rekognisi, pekerjaan tersebut, tanggung jawab, dan perkembangan. Tambahan Penghasilan Pegawai diukur dengan kelas jabatan, beban kerja, dan kehadiran. Sementara budaya organisasi diukur dengan pelaksanaan norma, pelaksanaan nilai-nilai, kepercayaan dan filosofi, pelaksanaan kode etik, pelaksanaan seremoni, dan sejarah organisasi.

Penelitian ini menggunakan metode kuantitatif dengan teknik pengumpulan data melalui kuesioner, dokumentasi dan observasi. Teknik analisis data yang digunakan adalah Korelasi Kendall Tau-c, Koefisien Konkordansi Kendall W dan Regresi Ordinal. Sampel penelitian berjumlah 61 orang yang ditentukan berdasarkan teknik *proportionate stratified random sampling*. Hasil analisis ini adalah: (1) Terdapat pengaruh yang positif dan signifikan antara tambahan penghasilan pegawai terhadap kepuasan kerja sebesar 31,8 persen. (2) Terdapat pengaruh yang positif dan signifikan antara budaya organisasi terhadap kepuasan kerja sebesar 42,9 persen. (3) Terdapat pengaruh yang positif dan signifikan antara tambahan penghasilan pegawai dan budaya organisasi terhadap kepuasan kerja sebesar 50,6 persen.

Tambahan Penghasilan Pegawai dan Budaya Organisasi terbukti mempunyai pengaruh positif dan signifikan terhadap Kepuasan Kerja. Berdasarkan hasil tersebut penting bagi organisasi untuk menetapkan kebijakan insentif finansial yang adil dan sesuai, membangun dan memperkuat budaya organisasi yang positif dan inklusif, serta memperhatikan faktor-faktor lain yang mempengaruhi kepuasan kerja tersebut.

Kata Kunci: Manajemen Sumberdaya Manusia, Kepuasan Kerja, Tambahan Penghasilan Pegawai, Budaya Organisasi

SUMMARY

Good job satisfaction directly enhances organizational performance, yet regrettably, in reports of public organizations, the employee satisfaction aspect is often overlooked despite the focus being more on employee performance. Additional Employee Income as a form of incentive and Organizational Culture are believed to influence this job satisfaction. Referring to the research problem, this study will examine the Influence of Additional Employee Income and Organizational Culture on Job Satisfaction at the Regional Personnel Agency of Central Java Province.

Job satisfaction in the Two-Factor Theory of Job Satisfaction by Frederick Herzberg can be measured by two factors, namely Hygiene factors consisting of salary, working conditions, organizational policies, security, supervision, and Motivator factors including achievement, recognition, the job itself, responsibility, and development. Additional Employee Income is measured by job classification, workload, and attendance. Meanwhile, organizational culture is measured by the implementation of norms, values, trust and philosophy, ethical code implementation, ceremonial implementation, and organizational history.

This research employs a quantitative method with data collection techniques through questionnaires, documentation, and observation. The data analysis techniques utilized include Kendall's Tau-c Correlation, Kendall's W Concordance Coefficient, and Ordinal Regression. The research sample consists of 61 individuals determined using the proportionate stratified random sampling technique. The results are: (1) There is a positive and significant influence of additional employee income on job satisfaction by 31,8 percent. (2) There is a positive and significant influence of organizational culture on job satisfaction by 42,9 percent. (3) There is a positive and significant influence of additional employee income and organizational culture on job satisfaction by 50,6 percent.

Additional Employee Income and Organizational Culture have been proven to have a positive and significant influence on Job Satisfaction. Based on these results, it is important for the organization to establish fair and appropriate financial incentive policies, build and strengthen a positive and inclusive organizational culture, and consider other factors that affect job satisfaction.

Keywords: Human Resource Management, Job Satisfaction, Additional Employee Income, Organizational Culture