

ABSTRAK

**Fakultas Ekonomi dan Bisnis
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Pengaruh *Self Efficacy*, Kompensasi, Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Serta Tinjauannya Dari Sudut Pandang Islam (Studi Kasus Pada Karyawan PT. Berkat Audio Perkasa Jaya).

Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh *self efficacy*, kompensasi, dan budaya organisasi terhadap kepuasan kerja. Penelitian di desain sebagai *explanatory research*. Populasi penelitian adalah karyawan PT. Berkat Audio Perkasa Jaya dengan jumlah sampel 70 responden. Data dikumpulkan dengan menggunakan instrumen kuesioner dalam bentuk *gform*. Analisis data menggunakan *Metode Partial Least Square* dengan program *software* WARP-PLS. Hasil penelitian ini menunjukkan bahwa: (1) *self efficacy* berpengaruh positif dan signifikan terhadap kepuasan kerja (2) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja (3) budaya organisasi tidak berpengaruh terhadap kepuasan kerja (4) *self efficacy*, kompensasi, dan budaya organisasi dapat dijadikan model yang berpengaruh terhadap kepuasan kerja. Menurut sudut pandang islam seorang atasan harus memikirkan perasaan bawahannya serta membayar upah atas kinerja bawahannya sesuai dengan ajaran Rasulullah Saw dan senantiasa melakukan hal-hal yang di Ridhai Allah. Islam juga mengajarkan untuk seseorang berpegang teguh terhadap keyakinan diri untuk menghadapi peristiwa yang akan terjadi.

Kata Kunci: *Self Efficacy*, Kompensasi, Budaya Organisasi, Kepuasan Kerja, Islam

ABSTRACT

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The Impact of Self Efficacy, Compensation, Organizational Culture on Employee Job Satisfaction and Its Review from an Islamic Perspective (Case Study on Employees of PT. Berkat Audio Perkasa Jaya).

Abstract

This study was conducted with the aim of analyzing the effect of self-efficacy, compensation, and organizational culture on job satisfaction. The research was designed as explanatory research. The research population is the employees of PT. Thanks to Audio Perkasa Jaya with a sample of 70 respondents. Data were collected using a questionnaire instrument in the form of a gform. Data analysis using Partial Least Square method with WARP-PLS software program. The results of this study indicate that: (1) self-efficacy has a positive and significant effect on job satisfaction (2) compensation has a positive and significant effect on job satisfaction (3) organizational culture has no effect on job satisfaction (4) self-efficacy, compensation, and organizational culture can be used as models that affect job satisfaction. In Islamic point of view, a superior must think about the feelings of his subordinates and pay wages for the performance of his subordinates in accordance with the teachings of the Prophet Muhammad and always do things that are pleasing to Allah. Islam also teaches a person to hold fast to self-confidence to face events that will occur.

Keywords: Self Efficacy, Compensation, Organizational Culture, Job Satisfaction, Islam