

ABSTRACT

Job satisfaction is a very personal thing, meaning that the most can feel is only concerned and the nature is not always the same between people with one another, therefore the job satisfaction needs to be considered by the organization because job satisfaction is a criterion to measure the success of the organization meet the needs of its members.

The purpose of this study is to determine and analyze the competence and compensation of employee job satisfaction in Sentra Sepatu Cibaduyut and look for which variables are influential. The sample in this study is all employees at Sentra Shoes Cibaduyut which amounted to 50 people reponden. This research uses quantitative approach, data collected by questionnaire technique.

The result of descriptive analysis can be seen competence in category good enough, compensation in category good enough so also with job satisfaction included in good category. Competence and compensation simultaneously or partially have a significant influence in theory on job satisfaction. Simultaneously the influence is 70.7 and the remaining 29.3 influenced by other variables. The results of this verifikatif analysis shows that the competence has a significant influence in theory on job satisfaction. Meanwhile, the competence and compensation variables have the theoretical significance to the employee job satisfaction in Sentra Sepatu Cibaduyut.

Keywords: Competence, Compensation, Job Satisfaction.