

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *self efficacy*, kepemimpinan transformasional, dan kompensasi terhadap kepuasan kerja karyawan PT. Pos Indonesia (Persero) Kantor Cabang Asia Afrika Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 50 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan menyebarkan kuesioner. Metode analisis yang digunakan adalah *Method of Successive Internal (MSI)*, analisis regresi linier berganda, korelasi berganda, koefisien determinasi. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *self efficacy*, kepemimpinan transformasional, dan kompensasi terhadap kepuasan kerja karyawan PT. Pos Indonesia (Persero) Kantor Cabang Asia Afrika Bandung secara simultan sebesar 43,7%. Secara parsial pengaruh *self efficacy* terhadap kepuasan kerja sebesar 17,2%, pengaruh kepemimpinan transformasional terhadap kepuasan kerja sebesar 16,3% dan pengaruh kompensasi terhadap kepuasan kerja sebesar 10,2%. Sehingga dapat disimpulkan bahwa *self efficacy* memberikan pengaruh yang lebih besar terhadap kepuasan kerja karyawan PT. Pos Indonesia (Persero) Cabang Asia Afrika Bandung.

**Kata Kunci:** *Self Efficacy*, Kepemimpinan Transformasional, Kompensasi, Kepuasan kerja

## **ABSTRACT**

*This research aims to determine the influence of self-efficacy, transformational leadership, and compensation on job satisfaction of PT employees. Pos Indonesia (Persero) Asia Afrika Bandung Branch Office. The research method used was descriptive and verification method with a sample size of 50 respondents. The data collection techniques used were observation, interviews, and distributing questionnaires. The analytical method used is the Successive Internal Method (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination. The research results show that there is a positive and significant influence between self-efficacy, transformational leadership, and comfort on the job satisfaction of PT employees. Pos Indonesia (Persero) Asia Afrika Bandung Branch Office simultaneously at 43.7%. Partially, the influence of self-efficiency on job satisfaction is 17.2%, the influence of transformational leadership on job satisfaction is 16.3% and the influence of compensation job satisfaction is 10.2%. So it can be concluded that self-efficacy has a greater influence on job satisfaction of PT employees. Pos Indonesia (Persero) Asia Afrika Bandung Branch.*

**Keywords: Self Efficacy, Transformational Leadership, Compensation, Job Satisfaction**