

ABSTRACT

This research was conducted based on data on increasing electricity consumption in 2023, where the government cannot meet electricity consumption if it continues to have an uncontrolled increase due to limited resources. Therefore, the government plans a solution by utilizing Indonesia's geographical location by creating new renewable energy with sunlight or can be called Solar Power Plants (SPP), but in its utilization SPP has a low number of the total potential it has. PT Surya Energi Indotama Kota Bandung is one of the companies providing solar power, so the company must pay attention to employee job satisfaction with factors that influence it, is compensation, organizational climate and work stress on employees both simultaneously and partially. To examine the relationship between the variables to be researched, the researcher used applied theory from experts with the latest year, namely compensation according to Dessler (2020), organizational climate according to Robbins and Judge (2019), work stress according to Robbins and Judge (2019) dan job satisfaction according to Robbins and Judge (2019). The research methods used were descriptive and verificative methods with a sample size of 75 respondents. The method of data analysis used were multiple linear regression analysis, multiple correlation, and coefficient of determination. The hypothesis test used was partial and simultaneous hypothesis. Research results used showed that there is a positive and significant influence of compensation, organizational climate and work stress on job satisfaction. The magnitude of the influence of compensation, organizational climate and work stress on job satisfaction simultaneously was 75.1% and the remaining 24.9% was influenced by other variables that were not researched. Partially, the magnitude of influence of compensation on job satisfaction was 18.4%. influence of organizational climate on job satisfaction was 55.5% and influence of work stress on job satisfaction was 18.4%. so it can be concluded that organizational climate has the greatest influence on job satisfaction.

Keywords: Compensation, Organizational Climate, Work Stress, Job Satisfaction