

**PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP
KEPUASAN KERJA PEGAWAI BADAN NARKOTIKA NASIONAL
KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi Pengaruh kompensasi dan lingkungan kerja terhadap kepuasan kerja pegawai badan narkotika nasional kabupaten buleleng. Metode penelitian kuantitatif kausal dengan pendekatan deskriptif yaitu metode penelitian yang berlandaskan pada filsafat positivisme, digunakan untuk meneliti populasi atau sampel tertentu, untuk memilih sampel. Sebanyak 34 responden terlibat dalam penelitian ini. Data dikumpulkan melalui penggunaan kuesioner, dan analisis regresi linier berganda digunakan sebagai metode analisis. Hasil penelitian menunjukkan bahwa: (1) Kompensasi tidak berpengaruh terhadap terhadap kepuasan kerja pegawai. (2) Lingkungan Kerja berpengaruh positif signifikan terhadap Kepuasan Kerja Pegawai, dan (3) kompensasi dan lingkungan kerja berpengaruh simultan terhadap kepuasan kerja pegawai Badan Narkotika Nasional Kabupaten Buleleng.

Kata kunci: Kompensasi, Lingkungan Kerja, Kepuasan Kerja Pegawai

***THE INFLUENCE OF COMPENSATION AND WORK ENVIRONMENT ON
JOB SATISFACTION OF EMPLOYEES OF THE NATIONAL NARCOTICS
AGENCY IN BULELENG REGENCY***

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ABSTRACT

This research aims to explore the influence of compensation and work environment on employee job satisfaction at the National Narcotics Agency of Buleleng Regency. The research employs a quantitative causal method with a descriptive approach, which is based on positivist philosophy, used to study a specific population or sample, to select samples. A total of 34 respondents participated in this study. Data were collected through the use of questionnaires, and multiple linear regression analysis was used as the analysis method. The results of the study indicate that: (1) Compensation does not have an effect on employee job satisfaction. (2) The Work Environment has a significant positive effect on Employee Job Satisfaction, and (3) compensation and work environment simultaneously have an effect on the job satisfaction of employees at the National Narcotics Agency of Buleleng Regency.

Keywords: *Compensation, Work Environment, Employee Job Satisfaction*