

**PENGARUH KOMPENSASI DAN KOMPETENSI TERHADAP
KEPUASAN KERJA PEKERJA MIGRAN INDONESIA
DI KABUPATEN BULELENG**

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ABSTRAK

Kepuasan kerja menjadi salah satu aspek penting dalam menjaga kinerja dan keberlangsungan tenaga kerja, khususnya bagi pekerja migran yang menghadapi tuntutan kerja di luar negeri. Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi dan kompetensi terhadap kepuasan kerja pekerja migran Indonesia di Kabupaten Buleleng baik secara parsial maupun simultan. Penelitian ini melibatkan 96 pekerja migran sebagai responden. Data dikumpulkan melalui kuesioner berbasis Google Form yang telah diuji validitas dan reliabilitasnya kemudian dianalisis menggunakan pendekatan kuantitatif. Teknik analisis yang digunakan adalah regresi linier berganda untuk mengetahui hubungan antarvariabel serta uji t dan uji F untuk menguji hipotesis penelitian. Hasil penelitian menunjukkan bahwa (1) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja pekerja migran Indonesia di Kabupaten Buleleng; (2) kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja pekerja migran Indonesia di Kabupaten Buleleng; dan (3) kompensasi dan kompetensi secara simultan berpengaruh signifikan terhadap kepuasan kerja pekerja migran Indonesia di Kabupaten Buleleng. Hasil ini menunjukkan bahwa keseimbangan antara kemampuan kerja dan imbalan yang diterima berperan dalam membentuk kepuasan kerja pekerja migran.

Kata kunci: kepuasan kerja, kompensasi, kompetensi

***THE INFLUENCE OF COMPENSATION AND COMPETENCE ON THE
JOB SATISFACTION OF INDONESIAN MIGRANT WORKERS
IN BULELENG REGENCY***

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ABSTRACT

Job satisfaction is a key factor in maintaining workforce performance and retention, particularly for migrant workers facing the demands of working abroad. This study aims to analyze the influence of compensation and competence on the job satisfaction of Indonesian migrant workers in Buleleng Regency, both individually and in combination. This study involved 96 migrant workers as respondents. Data were collected via a Google Forms-based questionnaire that had been tested for validity and reliability and were subsequently analyzed using a quantitative approach. The analytical techniques employed were multiple linear regression to determine the relationships between variables, as well as t-tests and F-tests to test the research hypotheses. The results indicate that (1) compensation has a positive and significant effect on the job satisfaction of Indonesian migrant workers in Buleleng Regency; (2) competence has a positive and significant effect on the job satisfaction of Indonesian migrant workers in Buleleng Regency; and (3) compensation and competence simultaneously have a significant effect on the job satisfaction of Indonesian migrant workers in Buleleng Regency. These results indicate that a balance between work ability and the rewards received plays a role in shaping the job satisfaction of migrant workers.

Keywords: *job satisfaction compensation, competence*