

**PENGARUH *SERVANT LEADERSHIP* DAN *REWARD* TERHADAP
KEPUASAN KERJA KARYAWAN *VILLA SUMBERKIMA
HILL RETREAT***

Oleh:

I Gusti Made Arya Darma Wiguna, NIM 2217041264

Jurusan Manajemen

ABSTRAK

Indikator penting yang merefleksikan keberhasilan pengelolaan sumber daya manusia adalah tingkat kepuasan kerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh *servant leadership* dan *reward* terhadap kepuasan kerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif. Lokasi penelitian ini adalah *Villa Sumberkima Hill Retreat*. Penelitian ini menggunakan responden sebanyak 126 orang karyawan sebagai sampel utama penelitian, serta 30 responden digunakan untuk uji kualitas instrumen melalui uji validitas dan reliabilitas. Pengumpulan data dilakukan melalui penyebaran kuesioner yang telah dinyatakan valid dan reliabel. Data yang terkumpul dianalisis menggunakan teknik regresi linear berganda serta uji hipotesis berupa uji t dan uji F. Hasil penelitian menunjukkan bahwa *servant leadership* secara parsial berpengaruh positif signifikan terhadap kepuasan kerja karyawan *Villa Sumberkima Hill Retreat*. *Reward* secara parsial juga berpengaruh positif signifikan terhadap kepuasan kerja karyawan *Villa Sumberkima Hill Retreat*. Secara simultan, *servant leadership* dan *reward* berpengaruh signifikan terhadap kepuasan kerja karyawan *Villa Sumberkima Hill Retreat*.

Kata kunci: Kepuasan kerja, *Reward* dan *Servant Leadership*

***THE INFLUENCE OF SERVANT LEADERSHIP AND REWARDS ON
EMPLOYEE JOB SATISFACTION AT VILLA SUMBERKIMA
HILL RETREAT***

By:

I Gusti Made Arya Darma Wiguna, NIM 2217041264

Jurusan Manajemen

ABSTRACT

An important indicator reflecting the success of human resource management is the level of employee job satisfaction. This study aims to determine the influence of servant leadership and rewards on employee job satisfaction. This study employs a quantitative approach. The research location is Villa Sumberkima Hill Retreat. This study used 126 employees as the main research sample, and 30 respondents were used to test the quality of the instruments through validity and reliability tests. Data collection was conducted through the distribution of a questionnaire that had been validated and found to be reliable. The collected data were analyzed using multiple linear regression techniques as well as hypothesis testing in the form of t-tests and F-tests. The results of the study indicate that servant leadership has a significant positive partial effect on the job satisfaction of employees at Villa Sumberkima Hill Retreat. Rewards also have a significant positive partial effect on the job satisfaction of employees at Villa Sumberkima Hill Retreat. Simultaneously, servant leadership and rewards have a significant effect on the job satisfaction of employees at Villa Sumberkima Hill Retreat.

Keywords: Job satisfaction, Rewards and Servant leadership