

## ABSTRAK

Judul : **Pengaruh Stres Kerja, Lingkungan Kerja Fisik, dan Kompensasi Finansial terhadap Kepuasan Kerja Karyawan PT Wahanaartha Ritelindo Cabang Kamal Jakarta Barat**  
(dibimbing oleh Ir. Jatmiko., MM., MBA)  
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Program Studi : Manajemen Bisnis

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Stres Kerja, Lingkungan Kerja Fisik, dan Kompensasi Finansial terhadap Kepuasan Kerja karyawan PT Wahanaartha Ritelindo Cabang Kamal Jakarta Barat. Variabel independen terdiri atas Stres Kerja, Lingkungan Kerja Fisik, dan Kompensasi Finansial, variabel dependen terdiri atas Kepuasan Kerja. Penelitian ini dilakukan pada PT Wahanaartha Ritelindo yang bergerak dibidang penjualan ritel yang berlokasi di Cabang Kamal Jakarta Barat. PT Wahanaartha Ritelindo mulai berdiri 6 Agustus 1972. Teknik pengambilan sampel yang digunakan adalah purposive sampling sehingga responden yang diperoleh adalah 58 karyawan PT Wahanaartha Ritelindo Cabang Kamal Jakarta Barat. Teknik analisis data yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa tingkat kepuasan kerja karyawan PT Wahanaartha Ritelindo Cabang Kamal Jakarta Barat tergolong puas, stres kerja tergolong rendah, persepsi terhadap lingkungan kerja fisik tergolong baik, dan persepsi terhadap kompensasi finansial tergolong baik. Penelitian ini juga menemukan bahwa stres kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kepuasan kerja, dan kompensasi finansial berpengaruh positif dan signifikan terhadap kepuasan kerja. Kompensasi finansial terbukti memiliki pengaruh paling dominan terhadap kepuasan kerja.

Kata Kunci : Stres Kerja, Lingkungan Kerja Fisik, Kompensasi Finansial, Kepuasan Kerja

## ABSTRACT

**Title** : *Effect of Work Stress, Physical Work Environment, and Financial Compensation on the Job Satisfaction of the employees of PT Wahanaartha Ritelindo Kamal Branch, West Jakarta*  
(guided by Ir. Jatmiko., MM., MBA)  
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*This study aims to determine how much influence the Job Stress, Physical Work Environment, and Financial Compensation on the Job Satisfaction of the employees of PT Wahanaartha Ritelindo Kamal Branch, West Jakarta. The independent variable consists of Work Stress, Physical Work Environment, and Financial Compensation, the dependent variable consists of Job Satisfaction. This research was conducted at PT Wahanaartha Ritelindo which is engaged in retail sales located in Kamal Branch, West Jakarta. PT Wahanaartha Ritelindo started on August 6, 1972. The sampling technique used was purposive sampling so that the respondents obtained were 58 employees of PT Wahanaartha Ritelindo, Kamal Branch, West Jakarta. The data analysis technique used is multiple linear regression. The results showed that the level of job satisfaction of employees of PT Wahanaartha Ritelindo Kamal Branch in West Jakarta was classified as satisfied, work stress was classified as low, perceptions of the physical work environment were classified as good, and perceptions of financial compensation were classified as good. This study also found that job stress had a negative and significant effect on job satisfaction, physical work environment had a positive and significant effect on job satisfaction, and financial compensation had a positive and significant effect on job satisfaction. Financial compensation is proven to have the most dominant influence on job satisfaction.*

**Key Words** : *Job Stress, Physical Work Environment, Financial Compensation, Job Satisfaction*