

## **ABSTRACT**

*Facing the industrial revolution 4.0 and competition between companies that is very competitive, companies need to have qualified resources. Human resources are considered important because they are considered capable of synergizing with other resources in an effort to achieve organizational goals. Job satisfaction is an important thing that is expected by employees when they work in a company. To create job satisfaction, it is not easy because there are many factors that influence it. The purpose of this study was to determine the level of job satisfaction of public sector employees, and to determine the difference in job satisfaction of generation X and generation Y employees of the public sector in Pati Regency. The Minnesota Satisfaction Questionnaire (MSQ) was used in this study. This study examines the differences between Gen X and Gen Y to determine their level of job satisfaction. This study uses quantitative analysis methods. In this study, the results showed that there was no significant difference in the level of job satisfaction of Generation X and Y employees. However, on the indicators of activity, variety, ability utilization, working conditions, creativity, and recognitions, there were differences in the level of satisfaction.*

*Keyword : job satisfaction, MSQ, public sector*