

ABSTRACT

Human Resources (HR) is part of the company that is very important role because it serves as a prime driver of all activity or activities of the company, so that other resources become very important. It is important to maintain relationships of employee job satisfaction. The purpose of this study is to describe and analyze the influence compensation, job characteristics, and leadership on the level of employee job satisfaction in the KSP Business Development Utomo Pamardi Semarang.

The population in this study were employees of Business Development KSP Pamardi Utomo Semarang, with a total sample of 52 respondents. The sampling technique is the census. Types of data used are primary data with questionnaires and secondary data with the literature. Analytical tool used is multiple regression, t test and F test.

The results of this study were: compensation, job characteristics, and leadership and significant positive effect on job satisfaction partially. The result is evidenced by the significance of each independent variable compensation, job characteristics, and leadership on job satisfaction is greater than 0.05. The most dominant variable affecting job satisfaction is compensations, the result is evidenced by the value of the largest standardized coefficient, namely 0.479, further affecting job satisfaction are job characteristics, with the value of standardized coefficient of 0.265. other variables that affect job satisfaction is the leadership, with the value of standardized coefficient of 0.222.

Keyword: *Compensation, Job Characteristics, Leadership, Job Satisfaction.*