

ABSTRAK

Bagus Satrio Wibowo. 2026. Pengaruh Lingkungan Kerja, Kompensasi, dan *Job Insecurity* terhadap Kepuasan Kerja pada Karyawan Musiman di Pabrik Gula Poerwodadi. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Liliek Nur Sulistiyowati, S. E., M. M., Pembimbing (II) Metikasmike, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan Kerja, Kompensasi, dan *Job Insecurity* terhadap Kepuasan Kerja Pegawai Musiman pada Pabrik Gula Poerwodadi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Penelitian ini merupakan penelitian kuantitatif dengan jumlah populasi sekaligus sampel sebanyak 350 pegawai musiman. Metode pengambilan sampel menggunakan sampel jenuh (sensus), sehingga seluruh anggota populasi dijadikan sebagai sampel penelitian. Pengumpulan data dilakukan menggunakan kuesioner dengan skala Likert empat poin. Teknik analisis data yang digunakan yaitu analisis regresi linier berganda dengan bantuan program IBM SPSS Statistics 25.

Hasil penelitian menunjukkan bahwa Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai Musiman pada Pabrik Gula Poerwodadi. Kompensasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai Musiman pada Pabrik Gula Poerwodadi. *Job Insecurity* berpengaruh negatif dan signifikan terhadap Kepuasan Kerja Pegawai Musiman pada Pabrik Gula Poerwodadi. Secara simultan, Lingkungan Kerja, Kompensasi, dan *Job Insecurity* berpengaruh signifikan terhadap Kepuasan Kerja Pegawai Musiman pada Pabrik Gula Poerwodadi. Lingkungan kerja yang kondusif, pemberian kompensasi yang sesuai, serta rendahnya tingkat *job insecurity* mampu meningkatkan kepuasan kerja pegawai musiman sehingga mendorong semangat kerja, komitmen, dan produktivitas dalam mendukung kelancaran proses produksi selama masa giling.

Kata kunci : lingkungan kerja, kompensasi, *job insecurity*, kepuasan kerja, pegawai musiman.

ABSTRACT

This study aims to examine the influence of the work environment, compensation, and job insecurity on the job satisfaction of seasonal employees at Poerwodadi Sugar Factory. This study employed a quantitative approach using a survey method. It was conducted with a population of 350 seasonal employees, all of whom were included as the research sample. The sampling technique used was saturated sampling (census), in which the entire population was selected as the sample. Data were collected using a four-point Likert scale questionnaire. The data were analyzed using multiple linear regression with the assistance of IBM SPSS Statistics 25.

The results of this study indicate that the work environment has a positive and significant effect on the job satisfaction of seasonal employees at Poerwodadi Sugar Factory. Compensation has a positive and significant effect on the job satisfaction of seasonal employees at Poerwodadi Sugar Factory. Job insecurity has a negative and significant effect on the job satisfaction of seasonal employees at Poerwodadi Sugar Factory. Simultaneously, the work environment, compensation, and job insecurity have a significant effect on the job satisfaction of seasonal employees at Poerwodadi Sugar Factory. A conducive work environment, appropriate compensation, and a lower level of job insecurity can enhance the job satisfaction of seasonal employees, thereby encouraging higher work enthusiasm, stronger organizational commitment, and greater productivity in supporting the smooth implementation of the sugar milling process.

Keywords: work environment, compensation, job insecurity, job satisfaction, seasonal employees.