

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gaji dan tunjangan terhadap kesejahteraan pegawai melalui kepuasan kerja sebagai variabel intervening (Studi kasus pada SMA Negeri 1 Tanjung Mutiara). Populasi penelitian ini adalah Bapak/Ibu Kepala Sekolah, Guru dan Staf SMA Negeri 1 Tanjung Mutiara sebanyak 42 orang. Teknik pengumpulan sampel pada penelitian ini menggunakan metode sampel jenuh dengan sampel 42 orang. Teknik pengumpulan data melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) SmartPLS 3. Penyebaran kuesioner sebanyak 40 indikator pertanyaan. Dari 40 indikator pertanyaan kuesioner setelah dilakukan uji validitas dan realibilitas menghasilkan 28 indikator dengan nilai *Average Variance Extracted* (AVE) yaitu Gaji sebanyak 0,710 dan nilai reliabilitas 0,945, Tunjangan sebanyak 0,679 dan nilai reliabilitas 0,937, Kesejahteraan Pegawai sebanyak 0,771 dan nilai reliabilitas 0,959, Kepuasan Kerja sebanyak 0,833 dan nilai reliabilitas 0,972. Hasil penelitian menunjukkan bahwa Gaji berpengaruh positif dan signifikan terhadap Kepuasan Kerja, unjangan berpengaruh positif dan tidak signifikan terhadap Kepuasan Kerja. Gaji berpengaruh positif dan tidak signifikan terhadap Kesejahteraan Pegawai, Tunjangan berpengaruh positif dan tidak signifikan terhadap Kesejahteraan Pegawai. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kesejahteraan Pegawai. Gaji berpengaruh positif dan signifikan terhadap kesejahteraan pegawai melalui Kepuasan Kerja, Tunjangan berpengaruh positif dan tidak signifikan terhadap Kesejahteraan Pegawai melalui Kepuasan Kerja. Kontribusi variabel Gaji dan Tunjangan terhadap Kepuasan Kerja yaitu sebesar 74,7% serta kontribusi variabel Gaji, Tunjangan dan Kepuasan Kerja terhadap Kesejahteraan Pegawai yaitu sebesar 93,7%.

Kata Kunci : Gaji, Tunjangan, Kesejahteraan Pegawai, Kepuasan Kerja

ABSTRACT

This study aims to determine the effect of salary and benefits on employee welfare through job satisfaction as an intervening variable (Case study at SMA Negeri 1 Tanjung Mutiara). The population of this study was the Principal, Teachers and Staff of SMA Negeri 1 Tanjung Mutiara as many as 42 people. The sample collection technique in this study used the saturated sample method with a sample of 42 people. The data collection technique was through a questionnaire that had been tested for validity and reliability. The data analysis technique in this study used the Structural Equation Modeling (SEM) SmartPLS 3 method. The distribution of questionnaires as many as 40 question indicators. From 40 questionnaire question indicators after validity and reliability tests produced 28 indicators with Average Variance Extracted (AVE) values, namely Salary of 0.710 and reliability value of 0.945, Allowances of 0.679 and reliability value of 0.937, Employee Welfare of 0.771 and reliability value of 0.959, Job Satisfaction of 0.833 and reliability value of 0.972. The results of the study indicate that Salary has a positive and significant effect on Job Satisfaction, allowances have a positive and insignificant effect on Job Satisfaction. Salary has a positive and insignificant effect on Employee Welfare, Allowances have a positive and insignificant effect on Employee Welfare. Job Satisfaction has a positive and significant effect on Employee Welfare. Salary has a positive and significant effect on employee welfare through Job Satisfaction, Allowances have a positive and insignificant effect on Employee Welfare through Job Satisfaction. The contribution of the Salary and Allowances variable to Job Satisfaction is 74.7% and the contribution of the Salary, Allowances and Job Satisfaction variable to Employee Welfare is 93.7%.

Keywords : Salary, Benefits, Employee Welfare, Job Satisfaction