

**THE INFLUENCE OF SUPERVISION, WORKING  
CONDITION AND SALARY TOWARD JOB SATISFACTION  
AT MANPOWER DEPARTMENT OF SANGIHE ISLANDS  
REGENCY**

**THESIS**

**BUCIKA MARCELLINI DAUKALU**

**15042010**



**MANAGEMENT DEPARTMENT  
FACULTY OF ECONOMICS  
UNIVERSITAS KATOLIK DE LA SALLE  
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**15042010**

**Presented as a fulfilment of the requirement  
in obtaining Bachelor Degree in Management at Faculty of Economics  
Universitas Katolik De La Salle Manado**

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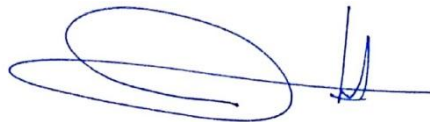
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**Advisor I**



**Johannes Aldrin Timbuleng, SIP., MPub.Admin.**

**Advisor II**



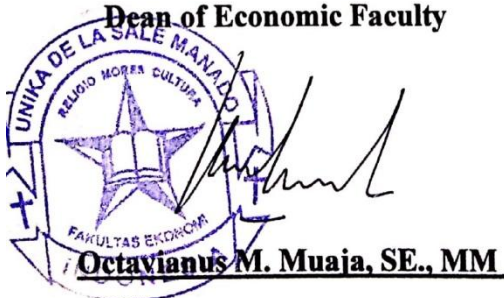
**Harli Monikasius Merung, SE., MM.**

Manado, July 26<sup>th</sup> 2018

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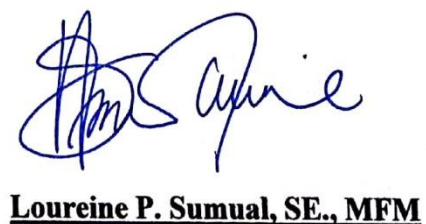
Universitas Katolik De La Salle Manado

**Dean of Economic Faculty**



**Octavianus M. Muaja, SE., MM**

**Head of Management Department**



**Loureine P. Sumual, SE., MFM**

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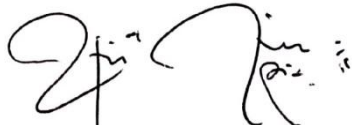
**BUCIKA MARCELLINI DAUKALU**

15042010

Has been examined and defended in front of examiner board

On August 1<sup>st</sup> 2019

**Advisor,**



**Johannes A. Timbuleng, SIP., MPub.Adm**



**Harli Monikasius Merung, SE., MM**

**Examiners,**



**Ch. Adrie P. Koleangan, SE., MM**



**Joseph J. Turambi, SE., M.Sc**



This thesis has been accepted is partial fulfilment

to obtain Bachelor Degree

On August 1<sup>st</sup> 2019

Acknowledge by,

**Dean of Economic Faculty**

**Octavianus M. Muaja, SE., MM**

**Head of Management Department**



**Loureine P. Sumual, SE., MFM**

## ABSTRACT

**Bucika M. Daukalu. The Influence of Supervision, Working condition, and Salary Toward Job Satisfaction at Manpower Department of Sangihe Islands Regency. Advised by Timbuleng, Johanes A and Merung, Harli M.**

This research aims to examine and analyze the Influence of Supervision, Working Conditions and Salaries toward Job Satisfaction at Manpower Department of Sangihe Islands Regency. Data collection was carried out through questionnaires and carried out on 30 employees. Data analysis in this study used the help of SPSS version 20.

The data analysis technique in this study using validity and reliability, a classic assumption test. Whereas to test and prove the hypothesis using multiple linear regression analysis, T test and F test.

Based on the result by using T-test, the value of t-test for  $X_1$  (Supervision) is  $H_a$  accepted and  $H_o$  rejected, then supervision has a significant influence toward Y (Job satisfaction). The value of t-test for working condition is  $H_a$  rejected and  $H_o$  accepted, so there is no significant influence between  $X_2$  (Working condition) toward Y (Job satisfaction). The value of t-test for  $X_3$  (Salary) is  $H_a$  rejected and  $H_o$  accepted, so there is has no significant influence between  $X_3$  toward Y. Based on the result of F-test  $f_{count} > f_{table}$ ,  $H_a$  accepted  $H_o$  rejected it means that independent variables (supervision, working condition and salary) simultaneously have significant influence toward dependent variable (job satisfaction). Based on result of multiple coefficient correlation (r) is have a strong correlation between independent to dependent variables. Based on the result of R-square, the value is 0.325/32.5% means that dependent variable have the contribution to independent variable is 32.5% and the remaining of 68.5% is influenced by the other factors.

**Keywords : Supervision, Working condition, Salary and Job satisfaction.**

## ABSTRAK

**Bucika M. Daukalu. Pengaruh Pengawasan, Kondisi kerja dan Gaji Terhadap Kepuasan kerja karyawan pada Dinas Tenaga Kerja Kabupaten Kepulauan Sangihe. Dibimbing oleh Johannes A. Timbuleng, SIP., MPub.Admin dan Harli Monikasius Merung, SE., MM.**

Penelitian ini bertujuan untuk menguji dan menganalisis Pengaruh Pengawasan, Kondisi Kerja dan Gaji terhadap Kepuasan Kerja Pada Dinas Tenaga Kerja Kabupaten Kepulauan Sangihe. Pengumpulan data dilakukan melalui kuesioner dan dilakukan pada 30 karyawan. Analisis data dalam penelitian ini menggunakan bantuan SPSS versi 20.

Teknik analisis data dalam penelitian ini menggunakan validitas dan reliabilitas, tes asumsi klasik. Sedangkan untuk menguji dan membuktikan hipotesis menggunakan analisis regresi linier berganda, uji T dan uji F.

Berdasarkan hasil dengan menggunakan T-test, nilai t-test untuk X1 (Pengawasan) adalah Ha diterima dan Ho ditolak, maka pengawasan memiliki pengaruh yang signifikan terhadap Y (Kepuasan kerja). Nilai uji-t untuk kondisi kerja adalah Ha ditolak dan Ho diterima, sehingga tidak ada pengaruh yang signifikan antara X2 (kondisi kerja) terhadap Y (kepuasan kerja). Nilai t-test untuk X3 (Gaji) adalah Ha ditolak dan Ho diterima, sehingga tidak ada pengaruh yang signifikan antara X3 terhadap Y. Berdasarkan hasil F-test  $f_{hitung} > f_{table}$ , Ha diterima Ho ditolak itu berarti independen variabel (pengawasan, kondisi kerja, dan gaji) secara simultan berpengaruh signifikan terhadap variabel dependen (kepuasan kerja). Berdasarkan hasil koefisien korelasi berganda (r) terdapat korelasi yang kuat antara variabel independen dengan variabel dependen. Berdasarkan hasil R-square, nilainya 0,325 / 32,5% berarti variabel dependen berkontribusi terhadap variabel independen 32,5% dan sisanya 68,5% dipengaruhi oleh faktor lain.

**Kata kunci : Pengawasan, Kondisi kerja, Gaji dan Kepuasan kerja.**

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**Manado July 24<sup>th</sup> 2019**

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## STATEMENT OF THESIS ORIGINALITY

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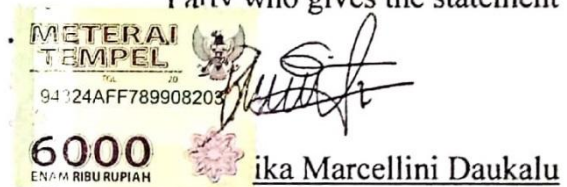
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**Johanes A. Timbuleng, SIP., MPub.Admin**

Witness I, as advisor and member of Examiners Board

A handwritten signature in black ink.

**Ch. Adrie P. Koleangan, SE., MM**

Witness II, as member of Examiners Board

A handwritten signature in black ink.

**Joseph J. Turambi, SE., M.Sc**

Witness III, as member of Examiners Board

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