

ABSTRACT

THE INFLUENCE OF COMPENSATION, CAREER DEVELOPMENT, AND ORGANIZATIONAL CULTURE ON JOB SATISFACTION (Case Study of Generation Z Employees in a Coffee Shop in the DKI Jakarta Area)

Desy Fitriyani¹⁾ Dr. Yusuf Iskandar, S.Si., M.M. ²⁾

1) Student of Management Study Program, Pembangunan Jaya University

2) Lecturer of the Management Study Program, Pembangunan Jaya University

This study aims to examine the effect of compensation, career development, and organizational culture on job satisfaction of generation Z employees at coffee shops in the DKI Jakarta area. In this study, the sample obtained was 180 respondents. The methodology in this study uses a quantitative approach and the data source used for this study is primary data in the form of distributing questionnaires via Google Form. The data analysis method is processed using IBM SPSS version 23 application software. The results of the study indicate that compensation, career development, and organizational culture have a significant and positive effect on job satisfaction of generation Z employees at coffee shops in the DKI Jakarta area..

Keywords: *Compensation, Career Development, Organizational Culture and Job Satisfaction.*