

ABSTRACT

The Effect of Organizational Climate and Performance-Based Compensation on Job Satisfaction at PT. Sigma Cipta Utama

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This study aims to determine the effect of organizational climate and performance-based on employee job satisfaction at PT. Sigma Cipta Utama. The research method used in this research is quantitative with a predetermined population and sample using the slovine formula calculation. The data collection technique uses the questionnaire method through the Google form which will be distributed to 113 respondents. The scale measurement in this study uses a Likert scale of 1-5. The data analysis techniques used included validity and reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis testing which were processed using IBM SPSS Statistics 23. The results of this study indicate that organizational climate has an effect on job satisfaction and performance-based compensation has an effect on job satisfaction.

Keyword: *Climate Organization, Performance-Based Compensation, and Job Satisfaction.*