

## **ABSTRACT**

**EFFECT OF GIVING REWARD SYSTEMS, CULTURAL ORGANIZATION,  
AND PARTICIPATIVE LEADERSHIP STYLE ON EMPLOYEE JOB  
SATISFACTION**  
(Case Study at CV. Prima Jaya Motor Tulang Bawang Barat)

By

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This study aimed to analyze the effect of reward systems, organizational culture, and participative leadership style on employee job satisfaction. The study was conducted at CV. Prima Jaya Motor Tulang Bawang Barat using explanatory method. Respondents consisted of 42 employees are determined based on census sampling method. The scale of measurement in this study is the ordinal scale. Data is transformed from ordinal data into interval data using Method of Successive Interval (MSI) and quantitatively analyzed using SPSS 16. The results showed that organizational culture and participative leadership styles have a significant effect on job satisfaction of employees amounted to 3,092 and 2,036 to the value of t table 1.68595, while the reward system has no significant effect on employee satisfaction in CV. Prima Jaya Motor with a value of 1,389. Simultaneously, all three variables have a significant effect on job satisfaction of employees is 13.122 with a calculated F value of 3.24.

Key Words : Reward Systems, Cultural Organization, Participative Leadership Style, Employee Job Satisfaction