

ABSTRACT

ORGANIZATIONAL CLIMATE EFFECT ON THE JOB SATISFACTION OF EMPLOYEES IN SF CONSULTING JAKARTA

BY

DAVID KARMEL SIAGIAN

Competition in the business world, every company is expected to have a sustainable competitive advantage, especially in companies engaged in services. The competitiveness between companies will increasingly sharp, if the organizations existing company can not anticipate the changes around them, will lead the organization can not compete with the other. Organizational climate can cause an influence on employee job satisfaction, it affects climate by establishing employee expectations about the consequences arising from the various actions. Employees will expect compensation, satisfaction on the basis of their perceptions of organizational climate.

SF Consulting is a consulting firm engaged in tax consulting services, especially that located at Jl. HR. Rasuna Said Blok X-5 Kav. 1-2 Jakarta. SF Consulting standing with the intent to increase cooperation with various companies for a provider of tax consultants who are able to provide convenience to clients or companies in service around taxation.

The problem that occurred in SF Consulting is a routine meeting activities began to decrease and benefits in the form of outing and gatherings, as well as providing benefits that are less suitable in some parts of positions that do not get the daily allowance, bonus, over time, and lack of employee responsibility towards flexibility work attendance.

The problems posed in this paper is Does organizational climate influence employee job satisfaction on the SF Consulting Jakarta.

The purpose of this paper is to investigate the effect of organization climate on employee job satisfaction on the SF Consulting Jakarta. The hypothesis proposed in this research that has the effect of organizational climate on employee job satisfaction. Data used in this research is the

primary data obtained directly from SF Consulting Jakarta in the period of one year (2009) in the form of data on the number of employees, absenteeism, employee salary data, targets and realization, schedule regular meetings, employee retention activity data in the form of outing and gathering in 2009, while also from data questionnaire distributed to 31 employees SF Consulting.

Calculation shows regression coefficient value of 0.668 or 66.8% said the influence of organizational climate with job satisfaction is stronger.

The result of the following simple regression equation $Y = 9795 + 0.728X$. it can be said that organizational climate significantly influence employee job satisfaction SF Consulting Jakarta. Results of questionnaires on organizational climate factor obtained the highest percentage of employees who can be classified as less satisfied due to the communication between leaders and subordinates and less appropriate benefits granted to classified employees, while job satisfaction is low, salary comparison with the number of jobs, facilities and equipment provided by firms in supporting the work process, a feeling of accomplishment gained from work.

Based on this analysis, advice can be given is SF Consulting, Jakarta must give more attention to the organizational climate factors with organizational climate that is still low for employee job satisfaction can be improved, taking into account salary comparison with the amount of work that sometimes less according to a lot of work by employees of a given salary and improve some existing facilities and equipment that support the process of employment and further noted a few shortcomings as well as equipment that is needed employees.