

**THE RELATIONSHIP OF COMPENSATION WITH SUBJECTIVE  
WELL-BEING OF EMPLOYEES OUTSOURCING IN PT. ISS  
INDONESIA (BRANCH MEDAN)**

**ABSTRACT**

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This study aims to determine and test empirically whether there is a relationship between compensation with subjective wellbeing of outsourcing employees in PT. ISS Indonesia (Branch Medan). Research subjects are outsourced employees who work in PT. ISS Indonesia (Branch Medan) totaling 37 people. The measuring instrument used is a compensation instrument consisting of 32 items ( $\alpha = 0.915$ ) and subjective welfare instruments consisting of 40 questions ( $\alpha = 0.920$ ). Data analysis using *r Product Moment technique*. Based on data analysis, it is found that the hypothesis proposed in this research is accepted, ie there is a positive relationship between compensation with subjective wellbeing of outsourcing employees. This means that the higher the compensation the higher the subjective wellbeing of outsourcing employees. It is proven through calculation of *r Product Moment analysis* with value or coefficient ( $R_{xy}$ ) = 0,874 and coefficient of determinant ( $R^2$ ) = 0,763 with  $p = 0,000 < 0,05$ . The determinant coefficient ( $R^2$ ) = 0.763 indicates that compensation is related to subjective wellbeing of 76.3%. Furthermore, seen from the calculation of hypothetical mean = 77.5 and empirical mean 104.46 and standard deviation = 9,754 note that compensation in the category of high compensation. While subjective well-being of calculation of mean hypothetical = 90 and mean empiric 131,24 and standard deviation = 11,305 known that subjective well-being in high subjective prosperity category

**Keyword** : *Compensation, Subjektive Well-Being, Outsourcing Employees*

# HUBUNGAN KOMPENSASI DENGAN KESEJAHTERAAN SUBJEKTIF

## KARYAWAN OUTSOURCING DI PT. ISS INDONESIA

(BRANCH MEDAN)

### ABSTRAK

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Penelitian ini bertujuan untuk mengetahui dan menguji secara empirik apakah ada hubungan antara kompensasi dengan kesejahteraan subjektif karyawan outsourcing di PT. ISS Indonesia (Branch Medan). Subjek penelitian adalah karyawan outsourcing yang bekerja di PT. ISS Indonesia (Branch Medan) yang berjumlah 37 orang. Alat ukur yang digunakan adalah instrumen kompensasi yang terdiri dari 32 aitem ( $\alpha = 0,915$ ) dan instrumen kesejahteraan subjektif yang terdiri dari 40 soal ( $\alpha = 0,920$ ). Analisis data menggunakan teknik *r Product Moment*. Berdasarkan analisis data diperoleh bahwa hipotesis yang diajukan dalam penelitian ini dinyatakan diterima, yaitu ada hubungan positif antara kompensasi dengan kesejahteraan subjektif karyawan outsourcing. Artinya semakin tinggi kompensasi maka semakin tinggi kesejahteraan subjektif karyawan outsourcing. Hal ini dibuktikan melalui perhitungan analisis *r Product Moment* dengan nilai atau koefisien ( $R_{xy}$ ) = 0,874 dan koefisien determinan ( $R^2$ ) = 0,763 dengan  $p = 0,000 < 0,05$ . koefisien determinan ( $R^2$ ) = 0,763 menunjukkan bahwa kompensasi berhubungan dengan kesejahteraan subjektif sebesar 76,3%. Selanjutnya dilihat dari perhitungan mean hipotetik = 77,5 dan mean empirik 104,46 serta standart deviasi = 9,754 diketahui bahwa kompensasi dalam kategori kompensasi tinggi. Sedangkan kesejahteraan subjektif dari perhitungan mean hipotetik = 90 dan mean empirik 131,24 serta standart deviasi = 11,305 diketahui bahwa kesejahteraan subjektif dalam kategori kesejahteraan subjektif tinggi.

**Kata kunci** : *Kompensasi, Kesejahteraan Subjektif, Karyawan Outsourcing*