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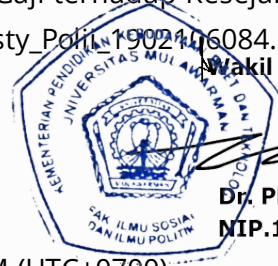
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**Pengaruh Kepuasan Gaji terhadap Kesejahteraan Psikologis Pekerja pada Karyawan PT. Tjokro Bersaudara Sangataindo di Kutai Timur**

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Article Info	ABSTRACT
<b>Article History:</b> Received dd/mm/yyyy Revised dd/mm/yyyy Accepted dd/mm/yyyy  <b>Keywords:</b> Employees psychological well-being, salary satisfaction	This study aims to determine the effect of salary satisfaction on the psychological well-being of employees at PT. Tjokro Bersaudara Sangataindo in East Kutai. This study uses a quantitative approach with a sample of 110 employees of PT. Tjokro Bersaudara Sangataindo and using a simple random sampling technique. The data collection method used is the salary satisfaction scale and the psychological well-being of workers. The data analysis technique used in this study is simple regression analysis and the results obtained are $F = 0.000 < \alpha = 0.05$ , which means that there is an effect of salary satisfaction on the psychological well-being of workers at PT. Tjokro Bersaudara Sangataindo in East Kutai. The $r$ square value is 0.10, which means that the effect of salary satisfaction on the psychological well-being of workers is 10.1%. Salary satisfaction has an important role for the psychological well-being of employees of PT. The Tjokro Bersaudara Sangataindo in East Kutai. The practical implication of this research is that PT. Tjokro Bersaudara Sangataindo must pay attention to employee salary satisfaction in order to maintain and even improve the psychological well-being of PT. The Tjokro Bersaudara Sangataindo. In addition, the results of this study can be a reference for company leaders in analyzing the components needed by employees related to salary satisfaction as an important factor in increasing the psychological well-being of PT. The Tjokro Bersaudara Sangataindo.

**ABSTRAK** Kata Kunci  
 Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan gaji terhadap kesejahteraan psikologis pekerja pada karyawan PT. Tjokro Bersaudara Sangataindo di Kutai Timur. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel penelitian sebanyak 110 karyawan PT. Tjokro Bersaudara Sangataindo dan menggunakan teknik simple random sampling. Metode pengumpulan data yang digunakan adalah skala kepuasan gaji dan kesejahteraan psikologis pekerja. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis regresi sederhana dan diperoleh hasil  $F = 0.000 < \alpha = 0.05$  yang artinya terdapat pengaruh kepuasan gaji terhadap kesejahteraan psikologis pekerja pada karyawan PT. Tjokro Bersaudara Sangataindo di Kutai Timur. Nilai  $r$  square sebesar 0.10 yang artinya pengaruh kepuasan gaji terhadap kesejahteraan psikologis pekerja adalah sebesar 10.1%. Kepuasan gaji memiliki peran yang cukup penting bagi kesejahteraan psikologis karyawan PT. Tjokro Bersaudara Sangataindo di Kutai Timur. Implikasi praktis penelitian ini yaitu PT. Tjokro Bersaudara Sangataindo harus memperhatikan kepuasan gaji para karyawan guna mempertahankan bahkan meningkatkan kesejahteraan psikologis para karyawan PT. Tjokro Bersaudara Sangataindo. Selain itu, hasil penelitian ini dapat menjadi acuan bagi para pimpinan perusahaan dalam menganalisis komponen-komponen yang diperlukan karyawan terkait kepuasan gaji sebagai faktor penting peningkatan kesejahteraan psikologis karyawan PT. Tjokro Bersaudara Sangataindo.

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