

**KEPUASAN KERJA PADA KARYAWAN OPERASIONAL NON-ASN
KANTOR PAJAK**

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ABSTRACT

Currently, many Non-ASN employees do work that is supportive or not in accordance with existing regulations, but their energy is needed in the government. There are several gap factors between honorary employees and permanent employees that can affect the job satisfaction of honorary employees, while some of these gaps are salary, co-workers, superiors, personality suitability, the job itself and job satisfaction. This study aims to determine the picture of job satisfaction in non-ASN operational employees of the tax office. The research method used is quantitative with a descriptive design. The sample of this study amounted to 102 non-asn operational employees of the tax office. The sampling technique used is purposive sampling and using data analysis techniques is a descriptive statistical technique that reveals the mean value. This study uses the Job Satisfaction Survey (JSS) scale with aspects, namely pay, promotion, supervision, fringe benefits, contingent rewards, operating conditions, co-workers, nature of work, communication totaling 28 good items. The results of this study show that job satisfaction in non-ASN operational employees of the tax office is in the medium category.

Keywords: Job Satisfaction, Employee, Tax Office

(xii + 66 + + Appendix)