

***THE EFFECT OF HYGIENE FACTORS ON JOB SATISFACTION IN
HARBOUR BAY PORT EMPLOYEES IN BATAM CITY***

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ABSTRACT

This study aims to determine whether the independent variables in this study, namely company policies, supervision, interpersonal relationships, working conditions, salary, and job security affect the dependent variable job satisfaction. The researcher distributed 160 questionnaires to employees who worked at the port which would then be calculated using SPSS in the study.

From the results obtained after data dissemination and processing, *company policies, supervision, interpersonal relationships, working conditions, salary and job security* have an effect on job satisfaction.

Keywords : *Hygiene factors, company policies, supervision, interpersonal relationship, working conditions, salary, job security, job satisfaction.*