

ABSTRAKSI

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PENGARUH KOMPENSASI DAN PENGEMBANGAN KARIER TERHADAP KEPUASAN KERJA KARYAWAN PADA PT. GUNUNG SLAMAT CABANG CIKUPA

Skripsi Studi Manajemen 2021

Kata kunci : Program kompensasi, Pengembangan Karier dan Kepuasan Kerja

Dari hasil data penelitian diperoleh hubungan antara variabel Kompensasi(X1) dan Pengembangan Karier (X2) terhadap Kepuasan Kerja(Y) sebesar 66% yang dihasilkan dari uji koefisien determinasi (R^2). Berdasarkan hasil uji hipotesis diperoleh nilai thitung 8,408 dan ttabel 1,982 jadi thitung > ttabel maka H_0 ditolak H_a diterima yang berarti bahwa variabel Kompensasi (X1) terhadap Kepuasan Kerja (Y) memiliki pengaruh signifikan. Berdasarkan hasil uji hipotesis diperoleh nilai thitung 5,323 dan ttabel 2,024 jadi thitung > ttabel maka H_0 ditolak H_a diterima yang berarti bahwa variabel Pengembangan Karier (X2) terhadap Kepuasan Kerja (Y) memiliki pengaruh signifikan. Apabila secara simultan nilai hubungan antara variable Kompensasi (X1) dan Pengembangan Karier (X2) terhadap Kepuasan Kerja (Y) sebesar 0,311 dan 0,449 memiliki tingkat hubungan positif kuat. Berdasarkan hasil uji F(Anova) atau Fhitung lebih besar dari Ftabel 59,337 > 3,160 dengan signifikansi Kompensasi (X1) dan Pengembangan Karier (X2) secara simultan berpengaruh terhadap variable Kepuasan kerja (Y) sebesar 66% memiliki pengaruh signifikan sisanya 34% dipengaruhi oleh factor lain pada PT. Gunung Slamet Cabang Cikupa.

ABSTRACTION

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**EFFECT OF JOB COMPENSATION AND CAREER
DEVELOPMENT ON EMPLOYEE JOB SATISFACTION AT PT.
GUNUNG SLAMAT CIKUPA BRANCH**

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*Keywords: Compensation, Career Development and Job
Satisfaction*

From the results of the research data obtained the relationship between the variables Compensation(X1) and Career Development (X2) on Job Satisfaction (Y) of 66% resulting from the coefficient of determination test (R^2). Based on the results of the hypothesis test, the t_{hitung} value is 8,408 and t_{table} is 1.982 so $t_{hitung} > t_{table}$, H_0 is rejected, H_a is accepted, which means that the Compensation (X1) variable on Job Satisfaction (Y) has a significant effect. Based on the results of the hypothesis test, the value of t_{hitung} is 5,323 and t_{table} is 2,024, so $t_{hitung} > t_{table}$, H_0 is rejected, H_a is accepted, which means that the Career Development variable (X2) on Job Satisfaction (Y) has a significant effect. If simultaneously the value of the relationship between Compensationn (X1) and Career Development (X2) variables on Job Satisfaction (Y) is 0,311 and 0,449 has a strong positive relationship. Based on the results of the F test (Anova) or F_{hitung} greater than F_{table} $59,337 > 3.160$ with the significance of Compensation (X1) and Career Development (X2) simultaneously having an effect on Job Satisfaction variable (Y) of 66% having a significant effect on the rest 34% influenced by other factors at PT. Gunung Slamati Cikupa Branch