

ABSTRACT

AINNA MAYLINNA PUTRI (2022) The Influence of job satisfaction and career development on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja. Under the guidance of Dr.E.Mardiah Kenamon, S.E., M.Si and Rr. Dimas Veronica Priharti, S.E., M.M.

This research discussed the influence of job satisfaction and career development on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja. The sample in this research was 17 respondents. Data collection techniques used in this research were through the distribution of questionnaires. The analysis method used was quantitative using multiple linear regression analysis tools. Based on the results of partial analysis, there was an influence of job satisfaction on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja with a t-value of (7.895) > t-table (2.14479). The variable of career development did not have an influence on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja with a t-value of (1.139) < t-table (2.14479). Simultaneously, it was found that there was an influence of job satisfaction and career development on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja with an F-value of (31.423) > F-table (3.74). The coefficient of determination (R^2) obtained was 0.818, meaning that in this case, the influence of job satisfaction and career development on employees' performance at PT. Astra International Tbk - Honda Branch Baturaja was 81.8%, while the remaining 18.2% was influenced by unknown variables in this research. Knowledge, work motivation, organizational culture (Kasmir, 2019:189).

Keywords: Job satisfaction, Career development, Employees' performance.

ABSTRAK

AINNA MAYLINNA PUTRI (2022) Pengaruh kepuasan kerja dan pengembangan karier terhadap kinerja karyawan pada PT. Astra International Tbk – Honda Cabang Baturaja. Dibimbing oleh Dr. E. Mardiah Kenamon, S.E., M.Si selaku pembimbing I dan Rr. Dimas Veronica Priharti, S.E., M.M selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh kepuasan kerja dan pengembangan karier terhadap kinerja karyawan pada PT. Astra International Tbk – Honda Cabang Baturaja. Sampel dalam penelitian ini adalah 17 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis secara parsial ada pengaruh kepuasan kerja terhadap kinerja karyawan PT. Astra International Tbk – Honda Cabang Baturaja dengan nilai t-hitung (7,895) > t-tabel (2,14479). Variabel pengembangan karier tidak ada pengaruh terhadap kinerja karyawan PT. Astra International Tbk – Honda Cabang Baturaja dengan nilai t-hitung (1,139) < t-tabel (2,14479). Secara simultan didapatkan ada pengaruh kepuasan kerja dan pengembangan karier terhadap kinerja karyawan PT. Astra International Tbk – Honda Cabang Baturaja dengan nilai F-hitung (31,423) > F-tabel (3,74). Koefisien determinasi (R^2) yang diperoleh sebesar 0,818 artinya dalam hal ini sumbangan pengaruh kepuasan kerja dan pengembangan karier terhadap kinerja karyawan PT. Astra International Tbk – Honda Cabang Baturaja sebesar 81,8% sedangkan sisanya 18,2% dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini. Pengetahuan, motivasi kerja, budaya organisasi (Kasmir, 2019:189).

Kata Kunci : Kepuasan Kerja, Pengembangan Karier, Kinerja Karyawan.