

ABSTRACT

NUR ANITA YULIA SARI. 2022. *The Influence of Work Experience and Promotion on Job Satisfaction of Employees at PT. BPR Baturaja. This research was under the guidance of Erfin Mardalena, S.E., M.Si., and Dahlia, S.E., M.Si.*

This study discussed the influence of work experience and promotion on job satisfaction of employees at PT. BPR Baturaja. The data collection technique used in this study was through the distribution of questionnaires. The population was 56 people. The data analysis technique used was Multiple Linear Regression. Based on partial analysis results, there was an influence of work experience on the job satisfaction of employees at PT. BPR Baturaja with a t count value of 4,580. The promotion variable had an influence on the job satisfaction of employees at PT. BPR Baturaja with a t count value of 5,212. Simultaneously was obtained the influence of work experience and promotion on the job satisfaction of employees at PT. BPR Baturaja with a F count value of 43,394. The coefficient of determination (R²) obtained was 0.621. This meant that the contribution of the influence of work experience and promotion on job satisfaction was 62.1%, while the rest 37.9% was influenced by other variables outside this study, such as intelligence, physical condition, personality and way of thinking (Mangkunegara, 2015:120).

Keywords: *Work Experience, Promotion, Job Satisfaction.*

ABSTRAK

NUR ANITA YULIA SARI. 2022. Pengaruh Pengalaman Kerja Dan Promosi Jabatan Terhadap Kepuasan Kerja Karyawan Pada PT. BPR Baturaja. Skripsi Dibimbing oleh Ibu Erfin Mardalena, S.E., M.Si. Selaku Pembimbing I, dan Ibu Dahlia, S.E., M.Si. Selaku Pembimbing II.

Penelitian ini membahas tentang Pengalaman Kerja Dan Promosi Jabatan Terhadap Kepuasan Kerja Karyawan Pada PT. BPR Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 56 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh pengalaman kerja terhadap kepuasan kerja karyawan PT. BPR Baturaja dengan nilai t hitung sebesar 4,580. Variabel promosi jabatan ada pengaruh terhadap kepuasan kerja karyawan PT. BPR Baturaja dengan nilai t hitung sebesar 5,212. Secara simultan didapatkan ada pengaruh pengalaman kerja dan promosi jabatan terhadap kepuasan kerja karyawan PT. BPR Baturaja dengan nilai F hitung sebesar 43,394. Koefisien determinasi (R^2) yang diperoleh sebesar 0,621. Hal ini menunjukkan berarti sumbangan pengaruh pengalaman kerja dan promosi jabatan terhadap kepuasan kerja sebesar 62,1% sedangkan sisanya 37,9% dipengaruhi oleh variabel lain diluar penelitian ini yaitu kecerdasan, kondisi fisik, kepribadian dan cara berfikir (Mangkunegara, 2015:120).

Kata Kunci : Pengalaman Kerja, Promosi Jabatan, Kepuasan Kerja.