

ABSTRACT

YESI ANGGRAINI (2022), The Influence of Career Development and Competence on Employees' Job Satisfaction at PT. Bussan Auto Finance (BAF) Baturaja Branch. Under the guidance of **Noviansyah, S.E., M.Si and Rani Anwar, S.Pd., M.M.** This thesis discussed the Influence of Career Development and Competence on Employees' Job Satisfaction at PT. Bussan Auto Finance (BAF) Baturaja Branch. The population in this study was 41 employees of PT. Bussan Auto Finance (BAF) Baturaja Branch. Data analysis method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain the t-count of each Career Development variable (X1) of 4.771 and Competence (X2) of 2.924, which was greater than the t-table value of 2.02439 which stated that all variables had a significant influence on Employees' Job Satisfaction at PT. Bussan Auto Finance (BAF) Baturaja Branch. Simultaneously, it was found that there was an influence of Career Development and Competence on Employees' Job Satisfaction at PT. Bussan Auto Finance (BAF) Baturaja Branch. The calculated F value of 29.965 was greater than the F table of 3.24 which stated that simultaneously Career Development and Competence had a significant influence on Employees' Job Satisfaction at PT. Bussan Auto Finance (BAF) Baturaja Branch. The value of the coefficient of determination (R²) of 0.612 meant that in this case the contribution of the influence of Career Development and Competence on Employees' Job Satisfaction was 61.2% while the remaining 38.8% was influenced by other variables outside the variables included in this research model, namely productivity, absenteeism (absenteeism), and the exit of workers (turnover) (Afandi, 2021:356).

Keywords: Career Development, Competence, Job Satisfaction

ABSTRAK

YESI ANGGRAINI (2022), Pengaruh Pengembangan Karir dan Kompetensi Terhadap Kepuasan Kerja Karyawan pada PT. Bussan Auto Finance (BAF) Cabang Baturaja. Dibawah bimbingan **Noviansyah, S.E., M.Si dan Rani Anwar, S.Pd., M.M.** Skripsi ini membahas tentang Pengaruh Pengembangan Karir dan Kompetensi Terhadap Kepuasan Kerja Karyawan pada PT. Bussan Auto Finance (BAF) Cabang Baturaja. Populasi dalam penelitian ini adalah 41 orang karyawan PT. Bussan Auto Finance (BAF) Cabang Baturaja. Metode analisis data yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Pengembangan Karir (X_1) sebesar 4,771 dan Kompetensi (X_2) sebesar 2,924 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,02439 menyatakan seluruh variabel berpengaruh signifikan terhadap Kepuasan Kerja Karyawan PT. Bussan Auto Finance (BAF) Cabang Baturaja. Secara simultan didapatkan ada pengaruh Pengembangan Karir dan Kompetensi terhadap Kepuasan Kerja karyawan pada PT. Bussan Auto Finance (BAF) Cabang Baturaja. Nilai F hitung sebesar 29,965 lebih besar dari F tabel sebesar 3,24 menyatakan bahwa secara bersama-sama Pengembangan Karir dan Kompetensi berpengaruh signifikan Terhadap Kepuasan Kerja Karyawan pada PT. Bussan Auto Finance (BAF) Cabang Baturaja. Nilai koefisien determinasi (R^2) sebesar 0,612 artinya dalam hal ini sumbangan pengaruh Pengembangan Karir dan Kompetensi Terhadap Kepuasan Kerja Karyawan sebesar 61,2% sedangkan sisanya 38,8% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu produktivitas, ketidakhadiran (*absenteisme*), dan keluarnya pekerja (*turnover*) (Afandi, 2021:356).

Kata Kunci : Pengembangan Karir, Kompetensi, Kepuasan Kerja