

ABSTRAK

Refika Delin Ananti Dia Mulisa (2023), Pengaruh Beban Kerja dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan Pada PT. Minanga Group Pabrik Seii Enai Mill (SENM). Skripsi dibimbing oleh Erfin Mardalena S.E., M.Si dan Dyah Ayu Putriani S.Pd., M.Si. Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan pengembangan karir terhadap kepuasan kerja karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM).

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh beban kerja (X1) terhadap kepuasan kerja karyawan (Y) PT. Minanga Group Pabrik Seii Enai Mill (SENM) dengan nilai t hitung sebesar 4,138 dan variabel pengembangan karir ada (X2) ada pengaruh terhadap kepuasan kerja karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM) dengan nilai t hitung sebesar 5,850. Secara simultan didapatkan ada pengaruh beban kerja dan pengembangan karir terhadap kepuasan kerja karyawan PT. Minanga Group Pabrik Seii Enai Mill (SENM) dengan nilai F hitung sebesar 93,142 lebih besar dari F tabel 3,14. Koefisien determinasi (R^2) yang diperoleh sebesar 0,741. Hal ini menunjukkan berarti sumbangan pengaruh beban kerja dan pengembangan karir terhadap kepuasan kerja sebesar 74,1%, sedangkan sisanya 25,9% dipengaruhi variabel lain diluar penelitian ini yaitu pemenuhan kebutuhan, perbedaan, pencapaian nilai, keadilan, budaya organisasi (Afandi, 2018:75).

Kata Kunci : Beban Kerja, Pengembangan Karir, Kepuasan Kerja

ABSTRACT

Refika Delin Ananti Dia Mulisa (2023), The Influence of Workload and Career Development on Employees' Job Satisfaction at PT. Minanga Group SeiiEnai Mill (SENM) Factory. The study was under the guidance ofErfinMardalena S.E., M.Si and DyahAyuPutrianiS.Pd., M.Si. This study aimed to determine the influence of workload and career development on job satisfaction of employees of PT. Minanga Group Seii Enai Mill (SENM) Factory.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of workload (X1) on employees' job satisfaction (Y) PT. Minanga Group Seii Enai Mill (SENM) Factory with a t value of 4.138 and the career development variable (X2) had an influence on job satisfaction of employees of PT. Minanga Group Seii Enai Mill (SENM) Factory with a calculated t value of 5.850. Simultaneously, it was found that there was an influence of workload and career development on job satisfaction of employees of PT. Minanga Group Seii Enai Mill (SENM) Factory with a calculated F value of 93.142 greater than F table 3.14. The coefficient of determination (R²) obtained was 0.741. This showed that the contribution of the influence of workload and career development on job satisfaction was 74.1%, while the remaining 25.9% was influenced by other variables outside of this study, namely meeting needs, differences, achieving values, fairness, organizational culture (Afandi, 2018: 75).

Keywords: Workload, Career Development, Job Satisfaction