

ABSTRAK

Deta Efriyanti (2024), Pengaruh Pemberdayaan dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. Dibawah Bimbingan Darman Syafe'I, S.E., M.Si dan Titie Syahnaz Natalia, S.H., M.H.

Penelitian ini membahas tentang Pengaruh Pemberdayaan dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. Populasi dalam penelitian ini adalah 167 karyawan. Metode Analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linier Berganda yang menggunakan uji validitas dan uji reliabilitas, Berdasarkan hasil uji hipotesis secara parsial menunjukkan bahwa variabel (X1) Pemberdayaan berpengaruh signifikan terhadap Kepuasan Kerja Karyawan (Y) Dibuktikan dengan hasil penelitian $t\text{-hitung} (5.129) < t\text{-tabel} (2.00030)$) maka H_0 ditolak dan H_a diterima artinya ada pengaruh signifikan Pemberdayaan Terhadap Kepuasan Kerja Karyawan Pada PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja Sedangkan pada variabel (X2) yaitu Pengembangan karir berpengaruh signifikan dibuktikan dengan hasil $t\text{-hitung} (5.124) > t\text{-tabel} (2.00030)$ maka H_0 ditolak dan H_a diterima artinya ada pengaruh signifikan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan Pada PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. Hasil pengolahan data diperoleh nilai R^2 sebesar 0,359 hal ini menunjukan bahwa persentase sumbangan Pemberdayaan, Pengembangan Karir Terhadap Kepuasan Kerja Karyawan PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja sebesar 35,9 % sedangkan sisanya 64.1 % dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini seperti Lingkungan Kerja dan Komunikasi antar Karyawan. (Robbins, 2002:181).

Kata kunci : Pemberdayaan, Pengembangan Karir dan Kepuasan Kerja Karyawan

ABSTRACT

Deta Efriyanti (2024), The Influence of Empowerment and Career Development on Employees' Job Satisfaction at PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. Under the guidance of Darman Syafe'I, S.E., M.Si and Titie Syahnaz Natalia, S.H., M.H.

This research discussed the influence of empowerment and career development on employees' job satisfaction at PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. The population of this study consisted of 167 employees. The analysis method used was quantitative, employing multiple linear regression analysis along with validity and reliability tests. Based on the hypothesis test results, it was shown that the empowerment variable (X1) had a significant influence on employees' job satisfaction (Y). This was proven by the t-value result (5.129) being greater than the t-table value (2.00030), thus H_0 was rejected and H_a was accepted, meaning that empowerment had a significant influence on employees' job satisfaction at PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. Similarly, the career development variable (X2) also had a significant influence, proven by the t-value result (5.124) being greater than the t-table value (2.00030), thus H_0 was rejected and H_a was accepted, indicating that career development had a significant influence on employees' job satisfaction at PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja. The data processing results showed an R^2 value of 0.359, indicating that the percentage contribution of empowerment and career development to employees' job satisfaction at PT. Bakti Nugraha Yuda Energy (PLTU) Baturaja was 35.9%, while the remaining 64.1% was influenced by variables not identified in this research, such as work environment and communication among employees (Robbins, 2002:181).

Keywords : Empowerment, Career Development, Employee Job Satisfaction