ABSTRACT

This research was conducted to determine the effect of workload, work environment and career development on employee job satisfaction. The object of this research is private employees of PT. Sari Coffee Indonesia, Tbk (Case study of the Store Development and Contarction division). This analysis uses independent variables namely workload, work environment and career development. This research was conducted on 50 respondents using quantitative descriptive methods. Therefore, the data analysis used is statistical analysis in the form of multiple linear regression tests. The results of this study indicate that workload and career development have a positive effect on job satisfaction but partially and simultaneously, the environment on job satisfaction of employees of PT. Sari Coffee Indonesia, Tbk (Case study of the Store Development and Contarction division). This is evidenced from the partial results (t test) shows the significant value of the independent variable, namely the work environment of 0,000 which supports the hypothesis. In the test of Variance Analysis (ANOVA) in the multiple regression equation shows that the F-value is greater than the F-table (F = 38.536> F-table = 2.41) or the Probability Value is smaller than 0.05. The value of the multiple correlation coefficient (R) is 0.846 and R Square (R2) is 0.715. The value of R Square (0.715) means that 69.7% of the contribution of job satisfaction can be explained by the three independent variables namely workload, work environment and career development. Therefore the results of this research test state that there is a positive influence between workload variables, work environment and career development on job satisfaction of employees of PT. Sari Coffee Indonesia, Tbk (Case study of the Store Development and Contarction division).

Keywords: workload, work environment, career development, job satisfaction

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh beban kerja, lingkungan kerja dan pengembangan karir terhadap kepuasan kerja karyawan. Objek penelitian ini adalah karyawan swasta PT. Sari Coffee Indonesia, Tbk (Studi kasus divisi Store Development and Contarction). Analisis ini menggunakan variabel independen yaitu beban kerja, lingkungan kerja dan pengembangan karir. Penelitian ini dilakukan terhadap 50 responden dengan menggunakan metode deskriptif kuantitatif. Karena itu, analisis data yang digunakan adalah analisis statistik dalam bentuk uji regresi linear berganda. Hasil penelitian ini menunjukan bahwa beban kerja dan pengembangan karir berpengaruh positive terhadap kepuasan kerja akan tetapi secara parsial dan simultan, lingkungan terhadap kepuasan kerja karyawan PT. Sari Coffee Indonesia, Tbk (Studi kasus divisi Store Development and Contarction). Hal ini dibuktikan dari hasil parsial (Uji t) menunjukan nilai signifikan dari variabel bebas yaitu lingkungan kerja sebesar 0,000 yang mendukung hipotesa. Dalam uji Analisis Varians (ANOVA) pada persamaan regresi berganda menunjukkan bahwa nilai-F lebih besar dari F-tabel (F = 38,536> F-tabel = 2,41) atau Nilai Probabilitas lebih kecil dari 0,05. Nilai koefisien korelasi berganda (R) adalah 0,846 dan R Square (R2) adalah 0,715. Nilai R Square (0,715) berarti bahwa 69,7% kontribusi kepuasan kerja dapat dijelaskan oleh ketiga variabel independen yaitu beban kerja, lingkungan kerja dan pengembangan karir. Oleh karena itu hasil uji penelitian ini menyatakan bahwa terdapat pengaruh secara positive antara variabel beban kerja, lingkungan kerja dan pengembangan karir terhadap kepuasan kerja karyawan PT. Sari Coffee Indonesia, Tbk (Studi kasus divisi Store Development and Contarction).

Kata Kunci : beban kerja, lingkungan kerja, pengembangan karir, kepuasan kerja