

ABSTRACT

This study aims to determine the effect of Career Development, Transformational Leadership and Perceived Organizational Support (POS) on Job Satisfaction and its implications for Organizational Commitment on SSDM INP's. This type of research is an explanatory research with quantitative approach. To test the hypothesis and produce a fit model, this study uses the Structural Equation Modeling (SEM) method with the number of samples 196 member of SSDM INP's. Sources of data were obtained from primary data by distributing questionnaires and secondary data, the research uses Path Analysis. From the test results with the P-value hypothesis, the results of this study shows that Career Development has a positive and significant effect on Job Satisfaction, Career Development has a positive and not significant effect on Organizational Commitment, Transformational Leadership has a negative and not significant effect on Job Satisfaction, Transformational Leadership has a positive and significant effect on Organizational Commitment, Perceived Organizational Support (POS) has a positive and significant effect on Job Satisfaction, Perceived Organizational Support (POS) has a positive and not significant effect on Organizational Commitment and Job Satisfaction has a positive and significant effect on Organizational Commitment.

Keywords: career development, transformational leadership, perceived organizational support, job satisfaction and organizational commitment.



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pengembangan Karir, *Transformational Leadership* dan *Perceived Organizational Support* (POS) terhadap Kepuasan Kerja dan implikasinya terhadap Komitmen Organisasi pada SSDM Polri. Jenis penelitian ini merupakan *explanatory research* dengan pendekatan kuantitatif. Untuk menguji hipotesis dan menghasilkan suatu model yang layak (fit), penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) dengan jumlah sampel sebanyak 196 anggota di lingkungan SSDM Polri. Sumber data diperoleh dari data primer dengan menyebar kuesioner dan data sekunder, penelitian menggunakan analisa jalur (*path analysis*). Dari hasil pengujian dengan hipotesis secara P-value hasil penelitian ini menunjukkan pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja, pengembangan karir berpengaruh positif dan tidak signifikan terhadap komitmen organisasi, *transformational leadership* berpengaruh negatif dan tidak signifikan terhadap kepuasan kerja, *transformational leadership* berpengaruh positif dan signifikan terhadap komitmen organisasi, *perceived organizational support* (POS) berpengaruh positif dan signifikan terhadap kepuasan kerja, *perceived organizational support* (POS) berpengaruh positif dan tidak signifikan terhadap komitmen organisasi dan kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi.

Kata kunci : pengembangan karir, *transformational leadership*, *perceived organizational support*, kepuasan kerja dan komitmen organisasi.

UNIVERSITAS
MERCU BUANA