

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh persepsi dukungan organisasi, pengembangan karir dan kompensasi terhadap kepuasan kerja karyawan. Objek penelitian ini adalah karyawan PT. Mitracomm Ekasarana. Penelitian ini dilakukan terhadap 60 responden dengan menggunakan teknik kuesioner. Metode analisis data menggunakan Partial Least Square. Penelitian ini membuktikan bahwa persepsi dukungan organisasi berpengaruh signifikan terhadap kepuasan kerja karyawan. Pengembangan karir berpengaruh signifikan terhadap kepuasan kerja karyawan. Kompensasi berpengaruh signifikan terhadap kepuasan kerja karyawan.

Kata Kunci : Persepsi Dukungan Organisasi, Pengembangan Karir, Kompensasi, Kepuasan Kerja Karyawan



## **ABSTRACT**

*This study aims to analyze the effect of perceived organizational support, career development and compensation on employee job satisfaction. The object of this research is the employees of PT. Mitracomm Ekasarana. This research was conducted on 60 respondents using a questionnaire technique. Data analysis method uses Partial Least Square. This study proves that the perception of organizational support has a significant effect on employee job satisfaction. Career development has a significant effect on employee job satisfaction. Compensation has a significant effect on employee job satisfaction.*

*Keywords : Perception of Organizational Support, Career Development, Compensation, Employee Job Satisfaction*

