

ABSTRACT

This study aims to determine the effect the quality of working life, motivation and career development on employee satisfaction at the Head Office of West Jakarta Administration. The study used survey method with causality research and descriptive data collection method through field research methods, the study of literature and using the questionnaire. Respondents were employees at Head Office West Jakarta Administration totaling 158 people. The results showed that the only motivation positive and significant impact on job satisfaction of employees, while the quality of work life and career development not. Based on the analysis of the correlation between dimensions, dimensions of need for achievement in work motivation variable has the strongest correlation to the dimensions of colleagues on job satisfaction variables. The quality of working life, motivation and career development simultaneous effect on job satisfaction of employees at Head Office West Jakarta Administration.

Keywords: quality of working life, work motivation, career development, job satisfaction



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ABSTRAK

Penelitian ini bertujuan mengetahui pengaruh kualitas kehidupan kerja, motivasi kerja, dan pengembangan karir terhadap kepuasan kerja pegawai di Kantor Camat Kota Administrasi Jakarta Barat. Penelitian menggunakan metode survey dengan penelitian kausalitas dan deskriptif dengan metode pengumpulan data melalui metode riset lapangan, studi kepustakaan dan menggunakan instrumen kuesioner. Responden penelitian adalah pegawai di Kantor Camat Kota Administrasi Jakarta Barat yang berjumlah 158 orang. Hasil penelitian menunjukkan bahwa hanya motivasi kerja yang berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai, sementara kualitas kehidupan kerja dan pengembangan karir tidak. Berdasarkan analisis korelasi antar dimensi, dimensi kebutuhan akan prestasi pada variabel motivasi kerja memiliki korelasi paling kuat terhadap dimensi rekan kerja pada variabel kepuasan kerja. Kualitas kehidupan kerja, motivasi kerja dan pengembangan karir berpengaruh secara simultan terhadap kepuasan kerja pegawai di Kantor Camat Kota Administrasi Jakarta Barat.

Kata kunci: kualitas kehidupan kerja, motivasi kerja, pengembangan karir, kepuasan kerja

