

## **ABSTRACT**

*This study aimed to determine the direct effect of organizational culture and career development on job satisfaction, the immediate impact of organizational culture and career development on employee performance, then the indirect effect of organizational culture and career development on employee performance through job satisfaction. This study uses a quantitative research method with a causal design with a population of 200 permanent employees using a probability sampling technique with the simple random sampling type and found a sample of 134. The data analysis method uses Structural Equation Model-Partial Least Square (SEM-PLS), which is processed through the Smart PLS 3.2.9 application. The results of this study indicate that 1) organizational culture has a positive and significant influence on employee performance; 2) career development has a positive and significant impact on employee performance; 3) organizational culture has a positive and significant influence on job satisfaction; 4) career development has a positive and significant impact on job satisfaction; 5) job satisfaction has a positive and significant influence on employee performance; 6) organizational culture has a positive and significant influence on employee performance through job satisfaction; 7) career development has a positive and significant impact on employee performance through job satisfaction, so it is suggested to companies to optimize organizational culture, career development, and job satisfaction to improve the performance of TWR unit employees of Perum LPPNPI Jakarta.*

*Keywords: Organizational Culture, Career Development, Job Satisfaction, Employee Performance*

## ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh langsung budaya organisasi dan pengembangan karir terhadap kepuasan kerja, pengaruh langsung budaya organisasi dan pengembangan karir terhadap kinerja karyawan, kemudian pengaruh tidak langsung budaya organisasi dan pengembangan karir terhadap kinerja karyawan melalui kepuasan kerja. Penelitian ini menggunakan metode penelitian kuantitatif dengan desain kausal yang memiliki populasi sejumlah 200 pegawai tetap dengan menggunakan teknik pengambilan sampel *probability sampling* jenis *simple random sampling* ditemukan sampel sebanyak 134. Metode analisis data menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS) yang diproses melalui aplikasi *Smart PLS 3.2.9*. Hasil penelitian ini menunjukkan bahwa 1) budaya organisasi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; 2) pengembangan karir mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; 3) budaya organisasi mempunyai pengaruh positif dan signifikan terhadap kepuasan kerja; 4) pengembangan karir mempunyai pengaruh positif dan signifikan terhadap kepuasan kerja; 5) kepuasan kerja mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; 6) budaya organisasi mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja; 7) pengembangan karir mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja, sehingga disarankan kepada perusahaan untuk mengoptimalkan budaya organisasi, pengembangan karir, dan kepuasan kerja guna meningkatkan kinerja karyawan unit TWR Perum LPPNPI Jakarta.

Kata Kunci: Budaya Organisasi, Pengembangan Karir, Kepuasan Kerja, Kinerja Karyawan