

ABSTRAK

Penelitian ini dilakukan dengan bertujuan untuk meneliti pengaruh Pengembangan Karir, Displin Kerja, dan Kinerja Karyawan terhadap Kepuasan Kerja Karyawan pada PT. Wijaya Karya. Penelitian ini menggunakan pendekatan deskriptif kuantitatif, dalam penelitian ini dilakukan terhadap 32 responden. Penentuan ukuran sampel menggunakan teknik sampel jenuh yaitu mengambil keseluruhan populasi. Pendekatan yang digunakan dalam penelitian ini adalah Structural Equation Model (SEM) dengan alat analisis Smart-PLS. Alat ukur terbukti valid dan reliabel untuk instrumen penelitian. Berdasarkan hasil analisa pada penelitian ini diperoleh bahwa Pengembangan Karir berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Disiplin Kerja berpengaruh positif dan signifikan

Kata Kunci: Pengembangan Karir, Disiplin Kerja, Kepuasan Kerja



ABSTRAC

This research was conducted with the aim of examining the effect of Career Development, Work Discipline, and Employee Performance on Employee Job Satisfaction at PT. Wijaya Karya. This study used a quantitative descriptive approach, and the research was conducted on 32 respondents. Saturation sampling technique is used to determine the sample size by taking the entire population. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tool. The measuring instrument proved to be valid and reliable for the research instrument. Based on the results of the analysis in this study, it was found that Career Development has a positive and significant effect on Job Satisfaction, Work Discipline has a positive and significant effect on Job Satisfaction

Keywords: Career Development, Work Discipline, Job Satisfaction

