

Hubungan kepemimpinan dan pengembangan karir dengan kepuasan kerja pegawai di lingkungan direktorat jendral imigrasi = Relationship between leadership and career development to the work satisfaction of employee at directorate general of immigration

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Abstrak

One of the signs of organizational destruction was the low level of its employees' work satisfaction. This is a challenge to the organization on how to increase the employees' work satisfaction. The organization's success in maintaining and developing human resources depended on the leader. Leadership is an ability to influence people in order to achieve the organizational aims with high spirit. Henceforth a leader should play double role, as a supervisor and also a colleague in giving support to others.

This opinion goes parallel with Locke (1976: 192 - 193) that leader or supervisor also acts as a fellow colleague and therefore leaders' attitude is one of dominant factors in determining work satisfaction. A good leadership in maintenance and development of human resources can give equal chance for employees to develop their career. Gilley and Egglund (1989: 93) stated that organization using career development to increase productivity, repair attitude and increase work satisfaction.

This research conducted to (1) know the relationship between leadership and work satisfaction, (2) relationship of career development and work satisfaction, (3) relationship of leadership and career development to work satisfaction of employees at Directorate General of Immigration.

This research is a descriptive and correlation research-using-survey-method. Research instrument is using questioner in Likert Scale. Validity test of variables is conducted by using correlation technique of Product Moment, while reliability used Alpha Cronbach technique. The sample collected by Stratified Purposive Sampling. Analyses of each independent variable's relation to dependent variable is using simple correlation analysis with Spearman's Rho technique, while the relationship of both independent variables to dependent variable is using multiple correlation analysis of Product Moment.

From this research can be concluded that: 1. There is a significant and positive relation between leadership to work satisfaction. Better leadership can guarantee higher level of work satisfaction. 2. There is a significant and positive relation between career development to work satisfaction, Better career development can ensure higher work satisfaction. 3, There is a significant and positive relation between leadership and career development to work satisfaction. The better quality of leadership and career development, the higher work satisfaction of employees.

The conclusion of this research is that leadership and career development both individually or together related to the level of work satisfaction, although there are still some weaknesses of variables from the frequency distribution.

Suggestion that can be put forward is improvement and increase to ensure an optimal variables of leadership and career development to ensure better work satisfaction of employees.