

Pengaruh pengembangan karier terhadap kepuasan kerja pegawai tetap Direktorat Human Resources Development di kantor pusat PT Pertamina persero = The Influence of career development towards job satisfaction at human resources development directorate of PT Pertamina head office persero

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karier terhadap kepuasan kerja pegawai tetap Direktorat Human Resources Development di Kantor Pusat PT Pertamina (Persero). Pengembangan karier diukur berdasarkan teori Sadili Samsudin (2006) dan Danang Sunyoto (2012). Pendekatan yang digunakan adalah pendekatan kuantitatif dengan metode survey yang menggunakan teknik total sampling, yaitu sebanyak 83 responden pegawai tetap Direktorat Human Resources Development PT Pertamina (Persero). Analisis kuantitatif dilakukan dengan menggunakan uji regresi sederhana dengan bantuan program aplikasi SPSS versi 20.0. Hasil penelitian menunjukkan bahwa pengembangan karier memiliki pengaruh yang positif dan signifikan terhadap kepuasan kerja pegawai tetap Direktorat Human Resources Development di Kantor Pusat PT Pertamina (Persero).

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This study is aimed to examine the influence of career development towards job satisfaction at Human Resources Development Directorate of PT Pertamina (Persero) (Head Office). Career development is measured by based on the theory of Sadili Samsudin and job satisfaction is measured by based on the theory of Danang Sunyoto. This study used quantitative approach with survey method that used total sampling technique which held 83 respondents of Human Resources Development Directorate of PT Pertamina (Persero) (Head Office). The datas were analyzed by using simple regression method which was assisted by SPSS version 20.0 program. The result of this study showed that career development had a positive and significant impact to job satisfaction at Human Resources Development Directorate of PT Pertamina (Persero) (Head Office).