

# Analisis hubungan antara pengembangan karir dan pemberdayaan karyawan terhadap kepuasan kerja karyawan di Dinas Dikmenti DKI Jakarta = Analysis of relationship between career development path and personnel empowerment towards personnel work satisfaction in service office of middle and higher education (Dikmenti) special Province of Jakarta

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## Abstrak

Latar belakang penelitian ini muncul dari kenyataan, bahwa dalam sistem keorganisasian pegawai negeri sipil diatur berdasarkan peraturan tentang kepegawaian. Sistem ini di dalamnya tercakup peraturan tentang kepangkatan/golongan dan jabatan pegawai negeri sipil. Sistem pegawai negeri sipil tersebut mengatur aturan tata kerja pada unit-unit kerja dalam organisasinya untuk berbagai keahlian, sehingga tugas setiap pegawai negeri dalam jabatan tertentu dapat dikelompokkan, seperti jabatan struktural dan jabatan fungsional.

Sehubungan dengan sistem organisasi pegawai negeri yang telah disebutkan di atas, baik itu sistem kepangkatan/golongan ataupun jabatan, pada dasarnya berhubungan langsung dengan pekerjaan. Selain itu diatur pula tata cara pembagian kerja dalam struktur pegawai negeri sipil bertujuan atau dirancang untuk mencapai kinerja tertentu. Tujuan pekerjaan (job) biasanya bersifat ideal dan realistis.

Hasil penelitian menunjukkan, bahwa adanya korelasi antara pengembangan karir dan pemberdayaan karyawan terhadap kepuasan kerja pegawai, di lingkungan Dinas Dikmenti DKI Jakarta.

Selain itu dari hasil penelitian ditemukan juga pertama, bahwa sebagian besar pendidikan pegawai di lingkungan Dinas Dikmenti berpendidikan S1 dan 82 yang umumnya bergolongan III dan IV yang rata-rata sudah bekerja 15 tahun ke atas. Kedua, sebagian besar pegawai di lingkungan Dinas Dikmenti memiliki kepuasan kerja tinggi. Ketiga, sebagian besar pegawai di lingkungan Dinas Dikmenti setuju ada pengembangan karir, baik pada jabatan fungsional maupun pada jabatan struktural. Keempat, sebagian besar pegawai di lingkungan Dinas Dikmenti setuju atas pemberdayaan karyawan, baik pada jabatan fungsional maupun pada jabatan struktural, Kelima, penelitian ini menunjukkan adanya korelasi antara pengembangan karir dan pemberdayaan karyawan terhadap kepuasan kerja karyawan di lingkungan Dinas Dikmenti DKI Jakarta. Keenam, bahwa penelitian ini ternyata tidak terdapat perbedaan antara kepuasan kerja jabatan fungsional dan jabatan struktural.

Berdasarkan hasil temuan ini disarankan, untuk meningkatkan kepuasan kerja karyawan di lingkungan Dinas Dikmenti perlu ada upaya dari pimpinan memberikan kebebasan dan kesempatan baik karyawan yang memiliki jabatan fungsional maupun jabatan struktural untuk melaksanakan pekerjaan sesuai dengan kemampuan dan harapan mereka.

<hr><i>The background of this research starts out of the fact that in an organizational system, civil service is regulated based on the personnel regulations. The system includes regulations about rank/grade and civil

service position. The civil service system regulates rules of procedures in each working unit in their organization for various skills. Therefore the tasks of each civil service in certain jobs can be classified into structural and functional positions.

In relation with the aforementioned civil service organizational system, both systems of rank/grade and position are basically directly related with the jobs. Apart from that the procedures of jobs distribution in the structure of civil service are regulated with the purpose of achieving certain performance. The purpose of the jobs is usually idealistic and realistic.

The results of the research show that there is a correlation between career development path and personnel empowerment towards personnel work satisfaction in service office of dikmenti, special province of Jakarta.

Besides, the results of the research also find that firstly majority of the personnel education level in this office is strata one and masters degree, which means that they are generally in grades III and IV with an average of above 15 years of service. Secondly, majority of the personnel in this office has high jobs satisfaction. Thirdly, majority of the personnel in this office agrees that there is career development path, both in structural and functional positions. Fourthly, majority of the personnel in this office agrees that there is personnel empowerment, both in structural and functional positions. Fifthly, the research shows that there is a correlation between career development path and personnel empowerment towards personnel work satisfaction in service office of dikmenti, special province of Jakarta. Sixthly, the research also shows that there is no difference between work satisfaction of structural and functional positions.

Based on these results, it is suggested that to increase the personnel work satisfaction in service office of dikmenti, it is necessary for the management to make some efforts to give the freedom and opportunity to those in structural and functional positions to carry out the jobs in line with their competency and hopes.