

## ABSTRAK

**Marisa Andriani, 2019; Pengaruh Pengembangan Karir dan Kompensasi Finansial terhadap Kepuasan Kerja Subdivisi *Plate Manufacturing* PT Yuasa Battery Indonesia. Skripsi, Jakarta: Program Studi Strata 1 Manajemen, Fakultas Ekonomi, Universitas Negeri Jakarta.**

Tujuan penelitian ini adalah: Untuk mengetahui 1) Deskripsi dari pengembangan karir, kompensasi finansial dan kepuasan kerja karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia, 2) Pengaruh pengembangan karir terhadap kepuasan kerja karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia, 3) Pengaruh kompensasi finansial terhadap kepuasan kerja karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia 4) Model penelitian pengembangan karir dan kompensasi finansial dapat memprediksi kerpuasan kerja karyawan Subdivisi *Plate Manufacturing* PT Yuasa Battery Indonesia. Penelitian ini dilakukan terhadap 121 orang karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia. Penelitian ini menggunakan analisis deskriptif dan explanatory. Teknik pengumpulan data menggunakan metode survei yaitu menyebarkan kuisioner yang kemudian diolah dengan progam SPSS 22. Hasil dari regresi menunjukkan bahwa terdapat pengaruh positif dan signifikan antara pengembangan karir terhadap kepuasan kerja, terdapat pengaruh positif dan signifikan antara kompensasi finansial terhadap kepuasan kerja, dan model penelitian pengembangan karir dan kompensasi finansial dapat memprediksikan kepuasan kerja karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia dengan nilai  $F_{hitung} > F_{tabel}$  ( $222,974 > 3,07$ ) dan signifikansi ( $0,000 < 0,05$ ). Nilai  $R^2$  atau koefisien determinasi pada penelitian sebesar 0,787 atau 78,7%. Hal ini menunjukkan bahwa pengembangan karir dan kompensasi finansial dapat memprediksi secara signifikan terhadap kepuasan kerja karyawan subdivisi *plate manufacturing* PT Yuasa Battery Indonesia sebesar 78,7%.

Kata Kunci: Pengembangan Karir, Kompensasi Finansial, Kepuasan Kerja.

## ABSTRACT

**Marisa Andriani, 2019; *The Effect of Career Development and Financial Compensation on Job Satisfaction at Plate Manufacturing Subdivision of PT Yuasa Battery Indonesia. Essay, Jakarta: Bachelor Degree Of Management, Faculty of Economy, State University of Jakarta.***

*The purpose of the research are: To know 1) The description of career development, financial compensation and job satisfaction at plate manufacturing PT Yuasa Battery Indonesia, 2) To determine whether there is an influence of career development on job satisfaction at plate manufacturing PT Yuasa Battery Indonesia, 3) To determine whether there is an influence of financial compensation on job satisfaction at plate manufacturing PT Yuasa Battery Indonesia, 4) The research model of career development and financial compensation in predicting job satisfaction at plate manufacturing PT Yuasa Battery Indonesia. This research is taken 121 employees plate manufacturing subdivision of PT Yuasa Battery Indonesia. The research using descriptive and explanatory analysis. The techniques of data collection used survey method by distributing questionnaires, and the data processed with SPSS 22. This results of regression showed that there is positive influence and significant between career development on job satisfaction, there is positive influence and significant between financial compensation on job satisfaction. And research model of career development and financial compensation can predict job satisfaction at plate manufacturing PT Yuasa Battery Indonesia to the value of  $F_{count} > F_{table}$  ( $222,974 > 3,07$ ) and value of significant ( $0,000 < 0,05$ ).  $R^2$  value or coefficient of determination in the study amounted to 0.787 or 78.7%. This shows that career development and financial compensation can predict significantly to job satisfaction at plate manufacturing PT Yuasa Battery Indonesia by 78.7%.*

*Keyword: Career Development, Financial Compensation, Job Satisfaction.*