

**PENGARUH PENGEMBANGAN KARIR DAN LINGKUNGAN KERJA
TERHADAP KEPUASAN KE RJA KARYAWAN PADA PT. MEGA TIARA
SINAR ABADI CABANG GUNUNG AGUNG**

Oleh

Kadek Geliani Putri, NIM 2217041175

Jurusan Manajemen

ABSTRAK

Penelitian ini mengkaji pengaruh pengembangan karir dan lingkungan kerja terhadap kepuasan kerja karyawan PT. Mega Tiara Sinar Abadi Cabang Gunung Agung, yang dilatarbelakangi oleh indikasi ketidakpuasan kerja akibat sistem karir yang kurang jelas cenderung mengutamakan karyawan yang memiliki *power* di media sosial tanpa melihat potensi karyawan selama bekerja dan lingkungan kerja yang kurang memadai dalam *service area* yang kurang memiliki sirkulasi udara memadai. Pendekatan kuantitatif asosiatif dengan jenis penelitian eksplanatif digunakan, melibatkan seluruh 42 karyawan sebagai sampel. Pengumpulan data dilakukan menggunakan kuesioner berskala Likert, kemudian dianalisis dengan regresi linier berganda menggunakan SPSS versi 25 setelah melalui uji asumsi klasik. Hasil penelitian menunjukkan bahwa: (1) pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan; (2) lingkungan kerja berpengaruh positif dan signifikan serta dominan terhadap kepuasan kerja karyawan; (3) secara simultan, kedua variabel berpengaruh signifikan Perusahaan disarankan menerapkan kebijakan promosi yang transparan dan terus meningkatkan kualitas fasilitas kerja guna mendorong motivasi dan loyalitas karyawan demi kepuasan kerja karyawan pada perusahaan.

Kata kunci: pengembangan karir, lingkungan kerja, kepuasan kerja karyawan.

***THE INFLUENCE OF CAREER DEVELOPMENT AND THE WORK
ENVIRONMENT ON EMPLOYEE JOB SATISFACTION AT PT. MEGA
TIARA SINAR ABADI, GUNUNG AGUNG BRANCH***

By

Kadek Geliani Putri, NIM 2217041175

Manajemen Major

ABSTRACT

This study examines the impact of career development and the work environment on job satisfaction among employees at PT. Mega Tiara Sinar Abadi's Gunung Agung Branch, which is driven by indications of job dissatisfaction resulting from an unclear career system that tends to prioritize employees with influence on social media without considering of employees during their work and an inadequate work environment in a service area that lacks adequate air circulation. An associative quantitative approach using explanatory research was employed, involving all 42 employees as the sample. Data collection was conducted using a Likert-scale questionnaire, which was then analyzed using multiple linear regression with SPSS version 25 after passing the classical assumption tests. The research results indicate that: (1) career development has a positive and significant effect on employee job satisfaction; (2) the work environment has a positive, significant, and dominant effect on employees' job satisfaction; (3) simultaneously, both variables have a significant effect. The company is advised to implement transparent promotion policies and continuously improve the quality of workplace facilities to boost employee motivation and loyalty to ensure employee job satisfaction at the company.

Keywords: career development, work environment, employee job satisfacton