

ABSTRACT

The Influence of Career Development, Compensation, and Work Discipline on Job Satisfaction at PT Radiant Utama Interinsco

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Abstract

This research is a quantitative research that aims to determine the effects of Career Development, Compensation, and Work Discipline on Job Satisfaction. The sample in this study used 70 permanent employees at PT Radiant Utama Interinsco. The number of samples was calculated using the slovin formula with the sampling method using purposive sampling technique. Data collection was carried out through distributing questionnaires. Testing this research using the coefficient of determination test, T test, and F test with the help of the SmartPLS 4.0 program. The results of the tests carried out are (1) career development has a positive and significant effect on job satisfaction (2) compensation has a positive and significant effect on job satisfaction (3) work discipline has a positive and significant effect on job satisfaction (4) career development, compensation, and discipline work has a simultaneous effect on employee job satisfaction at PT Radiant Utama Interinsco.

Keywords: *Career Development, Compensation, Work Discipline, and Job Satisfaction*

ABSTRAK

Pengaruh *Career Development*, Kompensasi, dan Disiplin Kerja terhadap Kepuasan Kerja di PT Radiant Utama Interinsco

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui efek *Career Development*, Kompensasi, dan Disiplin Kerja terhadap Kepuasa Kerja. Sampel pada penelitian ini mempergunakan 70 karyawan tetap di PT Radiant Utama Interinsco. Jumlah sampel dihitung menggunakan rumus *slovin* dengan metode pengambilan sample menggunakan teknik purposive sampling. Pengumpulan data dilakukan melalui penyebaran kuesioner. Pengujian penelitian ini menggunakan uji koefisien determinasi, uji T, dan uji F dengan bantuan program SmartPLS 4.0. Hasil pengujian yang dilakukan adalah (1) *career development* berpengaruh positif dan signifikan terhadap kepuasan kerja (2) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja (3) disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja (4) *career development*, kompensasi, dan disiplin kerja berpengaruh secara simultan terhadap kepuasan kerja karyawan di PT Radiant Utama Interinsco.

Kata Kunci: Career Developmetn, Kompensasi, Disiplin Kerja, dan Kepuasan Kerja