

***The Influence of Job Autonomy and Career Development on Job Satisfaction
with Perceived Organizational Support as a Moderating Variable
(A Case Study at PT XYZ)***

By Salwa Salshafira

Abstract

This study aims to analyze the effects of Job Autonomy and Career Development on Job Satisfaction, with Perceived Organizational Support as a moderating variable. A quantitative approach was employed by involving the entire population as respondents using a census sampling technique. The study population was defined based on specific criteria, namely staff-level employees working at the head office of PT XYZ with a minimum tenure of one year. Accordingly, all eligible employees were included as research participants, resulting in a total sample of 104 respondents. Data were collected through an online questionnaire distributed via Google Forms. The data analysis techniques included descriptive and inferential analyses processed using SmartPLS version 4.0, complemented by Importance–Performance Analysis (IPA) to enhance the interpretation of the findings. The analysis procedures comprised tests of convergent validity, discriminant validity, reliability, the coefficient of determination (R^2), predictive relevance (Q^2), and partial hypothesis testing using the bootstrapping t-test. The results indicate that Job Autonomy does not have a significant effect on Job Satisfaction, whereas Career Development has a positive and significant effect on Job Satisfaction. Furthermore, Perceived Organizational Support does not moderate the relationship between Job Autonomy and Job Satisfaction, nor does it moderate the relationship between Career Development and Job Satisfaction.

Keywords: *Job Satisfaction, Job Autonomy, Career Development, Perceived Organizational Support*

**Pengaruh *Job Autonomy* dan *Career Development* terhadap *Job Satisfaction*
dengan *Perceived Organizational Support* sebagai Variabel Moderasi
(Studi Kasus pada PT XYZ)**

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Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh *Job Autonomy* dan *Career Development* terhadap *Job Satisfaction* dengan *Perceived Organizational Support* sebagai moderasi. Pendekatan kuantitatif digunakan dalam penelitian ini dengan melibatkan seluruh anggota populasi sebagai responden melalui teknik sampel jenuh. Populasi penelitian telah ditetapkan berdasarkan kriteria tertentu, yaitu karyawan level staf yang bekerja di kantor pusat PT Nabawi Herbal Indonesia dengan masa kerja minimal satu tahun, sehingga seluruh populasi yang memenuhi kriteria tersebut dijadikan sampel penelitian dengan jumlah responden sebanyak 104 karyawan. Pengumpulan data dilakukan menggunakan kuesioner yang disebarakan secara daring melalui *Google Form* kepada karyawan PT Nabawi Herbal Indonesia. Teknik analisis data yang digunakan meliputi analisis deskriptif dan inferensial yang diolah menggunakan perangkat lunak SmartPLS versi 4.0, serta dilengkapi dengan *Importance-Performance Analysis* (IPA) untuk memperkuat interpretasi hasil. Tahapan pengujian mencakup uji validitas konvergen, validitas diskriminan, uji reliabilitas, uji koefisien determinasi *R-Square* (R^2), uji prediktif *Q-Square* (Q^2), serta pengujian hipotesis secara parsial menggunakan uji *t* (*bootstrapping*). Hasil penelitian menunjukkan bahwa *Job Autonomy* tidak berpengaruh signifikan terhadap *Job Satisfaction*, sementara *Career Development* berpengaruh positif dan signifikan terhadap *Job Satisfaction*. Selain itu, *Perceived Organizational Support* tidak terbukti memoderasi pengaruh *Job Autonomy* terhadap *Job Satisfaction*, serta tidak memoderasi pengaruh *Career Development* terhadap *Job Satisfaction*.

Kata Kunci: Kepuasan Kerja, Otonomi Kerja, Pengembangan Karir, Persepsi Dukungan Organisasi