

Analisis pengaruh manajemen karir organisasi terhadap kepuasan karir karyawan dengan kompetensi karir sebagai variabel mediasi studi kasus PT SCG pipe and precast Indonesia = The effect of organizational career management on employees career satisfaction mediated by career competency case study at PT SCG pipe and precast Indonesia / Nopy Cahyati

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengetahui bagaimana manajemen karir organisasi dan kompetensi karir mempengaruhi kepuasan karir pada pegawai staff PT SCG Pipe and Precast Indonesia, serta untuk mengetahui apakah kompetensi karir dapat memediasi pengaruh manajemen karir organisasi terhadap kepuasan karir. Responden penelitian ini adalah 89 pegawai staff PT SCG Pipe and Precast Indonesia. Hasil penelitian menemukan bahwa kepuasan karir dipengaruhi secara positif oleh manajemen karir organisasi dan kompetensi karir. Pada uji mediasi menggunakan teknik causal step Baron dan Kenny (1986) dengan metode regresi berganda pada SPSS, dan didapat kesimpulan bahwa kompetensi karir memediasi secara parsial antara pengaruh manajemen karir organisasi terhadap kepuasan karir.

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ABSTRACT

This study aims to determine the effect of organizational career management and career competencies on employee career satisfaction and determine whether career competency mediates the effect of organizational career management towards career satisfaction. 89 respondents are employees of the staff of PT SCG Pipe and Precast Indonesia. Results of this research found that career satisfaction is positively influenced by organizational career management and career competencies. To determine mediation in this study uses causal step analysis developed by Baron and Kenny (1986) and uses multiple linear regression analysis in SPSS. The result found that career competency partially mediates between organizational career management influence on career satisfaction.