

Pengaruh pertumbuhan karir terhadap komitmen organisasional dan kepuasan kerja = The effect of career growth to organizational commitment and job satisfaction

Auliyaurrohman Nuril Afwan, author

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh pertumbuhan karir yang terdiri dari empat dimensi (kemajuan tujuan karir, perkembangan kemampuan profesional, kecepatan promosi, dan pertumbuhan remunerasi) terhadap komitmen organisasional yang terdiri dari tiga dimensi (komitmen afektif, komitmen kontinuan, dan komitmen normatif) dan kepuasan kerja. Bagi variabel kepuasan kerja sendiri pada penelitian ini juga digunakan sebagai variabel mediasi. Data penelitian didapatkan dari 183 karyawan yang bekerja di empat kantor akuntan publik di daerah DKI Jakarta. Analisis penelitian ini menggunakan regresi linear sederhana dan regresi linear berganda pada SPSS 17.0.

Hasil dari penelitian menunjukkan bahwa kemajuan tujuan karir berpengaruh signifikan positif terhadap ketiga dimensi komitmen organisasional dan kepuasan kerja. Perkembangan kemampuan profesional berpengaruh signifikan positif terhadap komitmen afektif dan komitmen normatif. Kecepatan promosi berpengaruh signifikan positif terhadap komitmen afektif dan pertumbuhan remunerasi berpengaruh signifikan positif terhadap kepuasan kerja. Selain itu, kepuasan kerja memediasi secara parsial hubungan pengaruh kemajuan tujuan karir terhadap komitmen afektif dan pertumbuhan karir terhadap komitmen organisasional.

Implikasi penelitian ini adalah bahwa kemajuan tujuan karir sangat diperhitungkan oleh para karyawan kantor akuntan publik hingga mampu mempengaruhi komitmen organisasional dan kepuasan kerja mereka. Peran aktif perlu dilakukan oleh kantor akuntan publik untuk meningkatkan komitmen organisasional dan kepuasan kerja karyawan yang tidak terlalu tinggi.

.....The aim of this research is to study the effect of career growth that consists of four dimensions (career goal progress, professional ability development, promotion speed, and remuneration growth) to organizational commitment that consists of three dimensions (affective commitment, continuance commitment, and normative commitment) and job satisfaction. For job satisfaction itself in this research also be used as the mediate variable. The data were collected from 183 employees who work in four public accountant firms in DKI Jakarta. Linear regression and multiple regression SPSS 17.0 were used for analyzed this research.

The result showed that career goal progress has positive significant effect to the three dimensions of organizational commitment and job satisfaction. Professional ability development has positive significant effect to affective commitment and normative commitment. Promotion speed has positive significant effect to affective commitment and remuneration growth has positive significant effect to job satisfaction. Moreover, job satisfaction partially mediated the effect of career goal progress to affective commitment and career growth to organizational growth.

This research implication is that career goal progress is very calculated by the employees of public accountant firms so as to affect organizational commitment and job satisfaction. Active has to be performed by public accountant firms to increase the employees organizational commitment and job satisfaction which

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