

**Analisa pengaruh praktek sumber daya manusia dan career commitment terhadap career satisfaction di Pertamina-Medco E&P Tomori Sulawesi = Analyzing the effect of human resources practices and career commitment to career satisfaction at Pertamina-Medco job**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh praktek sumber daya manusia (kompensasi, pelatihan dan pengembangan, dan promosi) terhadap career satisfaction melalui career commitment. Pendekatan penelitian ini adalah kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada responden penelitian yakni karyawan tetap di Pertamina-Medco JOB. Selain pertanyaan-pertanyaan pada kuesioner, terdapat pula kolom open-ended question yang dapat diisi oleh responden, dan wawancara kepada pihak HRD Pertamina-Medco JOB untuk memperdalam analisa penelitian ini. Berdasarkan hasil penelitian, disimpulkan bahwa terdapat pengaruh mediasi secara parsial oleh variabel career commitment terhadap pengaruh hubungan antara variabel praktek sumber daya manusia pada career satisfaction.

.....The purpose of this research is to examine the effect of human resource practices (compensation, training and development, and promotion) with career satisfaction through career commitment. The research use quantitative method and data was gathered through employees at Pertamina-Medco JOB. Beside questions in questionnaire, the research used open-ended question column in the end of the questionnaire and did an interview with HRD of Pertamina-Medco JOB to get deeper interpretation. The result shows that there was a partial mediation on the relationship between human resource practices to career satisfaction through career commitment.