

## Hubungan needs-supplies fit dan demands-abilities fit terhadap kesuksesan karier subjektif = The relationship between needs-supplies fit and demands-abilities fit on subjective career success

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### Abstrak

#### <b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk melihat hubungan needs-supplies fit dan demands-abilities fit dengan dua bentuk dari kesuksesan karier subjektif yaitu kepuasan kerja dan kepuasan karier. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan alat ukur Career Satisfaction untuk mengukur kepuasan karier dan Michigan Organizational Assessment Questionnaire mengukur kepuasan kerja serta alat ukur Person-Job Fit untuk mengukur needs-supplies fit dan demands-abilities fit. Penelitian ini dilakukan pada 197 responden dalam konteks organisasi. Penelitian ini menunjukkan hasil bahwa needs-supplies fit  $r = 0,54$ ,  $p < 0,01$  dan demands-abilities fit  $r = 0,53$ ,  $p < 0,01$  memiliki hubungan positif terhadap kepuasan kerja. Penelitian juga menunjukkan hasil bahwa needs-supplies fit  $r = 0,51$ ,  $p < 0,01$  dan demands-abilities fit  $r = 0,44$ ,  $p < 0,01$  memiliki hubungan positif terhadap kepuasan karier.

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#### <b>ABSTRAK</b><br>

The aim of this study is to examine the relationship between needs supplies fit and demands abilities fit on two forms of subjective career success, which is job satisfaction and career satisfaction. This is a quantitative study using Career Satisfaction measurement to measure career satisfaction, Michigan Organizational Assessment Questionnaire to measure job satisfaction, and Person Job Fit measurement to measure needs supplies fit and demands abilities fit. This research was conducted on 197 respondents at organization context. Results indicated that both needs supplies fit  $r 0,54$ ,  $p 0,01$  and demands abilities fit  $r 0,53$ ,  $p 0,01$  were positively related to job satisfaction. Results also indicated that both needs supplies fit  $r 0,51$ ,  $p 0,01$  and demands abilities fit  $r 0,44$ ,  $p 0,01$  were positively related to career satisfaction.