

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Fasilitas Kerja Dan Pengembangan Karir Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Kantor Bupati Kabupaten Pasaman. Metode analisis data menggunakan kuesioner, dengan sampel 75 responden. Metode analisis data yang digunakan adalah Analisa Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Fasilitas Kerja terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kepuasan Kerja. Terdapat pengaruh positif dan signifikan antara Fasilitas Kerja terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Karyawan. Kepuasan Kerja tidak memediasi Fasilitas Kerja terhadap Kinerja Karyawan. Kepuasan Kerja tidak memediasi Pengembangan Karir terhadap Kinerja Karyawan. Kontribusi variabel Fasilitas Kerja dan Pengembangan Karir melalui Kepuasan Kerja berpengaruh sebesar 61,0% sedangkan sisanya sebesar 39,0% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak Kantor Bupati Kabupaten Pasaman dapat meningkatkan Kinerja Karyawan dengan meningkatkan Fasilitas Kerja, Pengembangan Karir, Kepuasan Kerja melalui masing-masing indikator.

Kata Kunci: Fasilitas Kerja, Pengembangan Karir, Kepuasan Kerja, Dan Kinerja Karyawan

ABSTRACT

The purpose of this study was to find out how much influence work facilities and career development have on employee performance with job satisfaction as an intervening variable at the Regent's Office, Pasaman Regency. Methods of data analysis using a questionnaire, with a sample of 75 respondents. The data analysis method used is Path Analysis. Based on the results of the study indicate that there is a positive and significant influence between work facilities on job satisfaction. There is a positive and significant influence between Career Development on Job Satisfaction. There is a positive and significant influence between work facilities on employee performance. There is a positive and significant influence between Career Development on Employee Performance. There is a positive and significant influence between Job Satisfaction on Employee Performance. Job Satisfaction does not mediate Work Facilities on Employee Performance. Job Satisfaction does not mediate Career Development on Employee Performance. The contribution of the variables of Work Facilities and Career Development through Job Satisfaction has an effect of 61.0% while the remaining 39.0% is influenced by other variables outside this study. Based on the results of this study, it is hoped that the Pasaman Regency Regent's Office can improve employee performance by improving work facilities, career development, job satisfaction through each indicator.

Keywords: Work Facilities, Career Development, Job Satisfaction, and Employee Performance