

Dwi Emanto Rahman Hajianto, 2017422013, Magister Manajemen, 2019, Pengaruh *Career Planning* Dan Budaya Organisasi Terhadap Kepuasan Kerja melalui *Perceived Organizational Support* Sebagai variabel *Intervening* Pada BPJS Ketenagakerjaan, dibawah bimbingan Bapak Prof. Dr. Ismuhadjar., SE., MM dan Bapak Dr. Yulasmi, SE., MM.

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh variabel independen terhadap variabel dependen serta hubungan langsung atau tidak langsung dengan menggunakan variabel *intervening*. Objek penelitian ini adalah BPJS Ketenagakerjaan. Jumlah sampel dalam penelitian ini sebanyak 109 responden. Teknik analisis yang digunakan adalah regresi linear berganda dan analisis jalur.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 1 diperoleh: (a) Tidak terdapat pengaruh positif dan signifikan *career planning* terhadap *perceived organizational support*. (b) Terdapat pengaruh positif dan signifikan budaya organisasi terhadap *perceived organizational support*. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 2 diperoleh: (a) Terdapat pengaruh positif dan signifikan *career planning* terhadap kepuasan kerja. (b) Tidak terdapat pengaruh positif dan signifikan budaya organisasi terhadap kepuasan kerja. (c) Terdapat pengaruh positif dan signifikan *perceived organizational support* terhadap kepuasan kerja. Hasil penelitian secara simultan pada persamaan 1 menunjukkan bahwa *career planning* dan budaya organisasi berpengaruh positif dan signifikan terhadap *perceived organizational support*. Pada persamaan II *career planning*, budaya organisasi dan *perceived organizational support* berpengaruh positif dan signifikan terhadap kepuasan kerja.

Berdasarkan uji analisis jalur *career planning* berpengaruh langsung terhadap kepuasan kerja. Sedangkan budaya organisasi berpengaruh terhadap kepuasan kerja melalui *perceived organizational support*, artinya *perceived organizational support* mampu berperan sebagai variabel *intervening* atau memediasi budaya organisasi terhadap kepuasan kerja. Dan berdasarkan uji koefisien Determinasi ( $R^2$ ) model 1 nilainya 0,559 atau 55,9% hal ini menunjukkan bahwa persentase sumbangan variabel independen *career planning*, dan budaya organisasi terhadap variabel dependen *perceived organizational support* sebesar 0,559 atau 55,9%. Sedangkan sisanya sebesar 44,1% dipengaruhi oleh variabel lain di luar penelitian ini. Dan berdasarkan uji koefisien Determinasi ( $R^2$ ) model II nilainya 0,586 atau 58,6%, hal ini menunjukkan bahwa persentase sumbangan variabel independen *career planning*, budaya organisasi dan *perceived organizational support* terhadap variabel dependen kepuasan kerja sebesar 0,586 atau 58,6%. Sedangkan sisanya sebesar 41,4% dipengaruhi oleh variabel lain di luar penelitian ini.

**Kata kunci : *Career Planning*, Budaya Organisasi, *Perceived Organizational Support*, Kepuasan Kerja**

*Dwi Emanto Rahman Hajianto, 2017422013, Master of Management, 2019, The Effect of Career Planning and Organizational Culture on Job Satisfaction through Perceived Organizational Support as an Intervening variable in BPJS Employment, under the guidance of Mr. Prof. Dr. Ismuhadjar., SE., MM and Mr. Dr. Yulasmi, SE., MM.*

### **ABSTRACT**

*This study aims to determine the effect of independent variables on the dependent variable as well as direct or indirect relationships using intervening variables. The object of this research is BPJS Employment. The number of samples in this study were 109 respondents. The analysis technique used is multiple linear regression and path analysis.*

*The results obtained based on Partial Test (t-test) of model 1 were obtained: (a) There was no positive and significant influence of career planning on perceived organizational support. (b) There is a positive and significant influence of organizational culture on perceived organizational support. The results obtained based on Partial Test (t-test) of model 2 obtained: (a) There is a positive and significant influence on career planning on job satisfaction. (b) There is no positive and significant influence of organizational culture on job satisfaction. (c) There is a positive and significant effect of perceived organizational support on job satisfaction. Simultaneous research results in equation 1 show that career planning and organizational culture have a positive and significant effect on perceived organizational support. In equation II career planning, organizational culture and perceived organizational support have a positive and significant effect on job satisfaction.*

*Based on the analysis test career planning path directly affects job satisfaction. While organizational culture influences job satisfaction through perceived organizational support, meaning that perceived organizational support is able to act as an intervening variable or mediate organizational culture on job satisfaction. And based on the Determination coefficient (R<sup>2</sup>) model I, the value is 0.559 or 55.9%, this shows that the percentage contribution of the independent career planning variable, and organizational culture to the dependent variable perceived organizational support is 0.559 or 55.9%. While the remaining 44.1% is influenced by other variables outside this study. And based on the Determination coefficient (R<sup>2</sup>) model II, the value is 0.586 or 58.6%, this shows that the percentage of independent career planning variables, organizational culture and perceived organizational support for the job satisfaction dependent variable is 0.586 or 58.6%. While the remaining 41.4% is influenced by other variables outside this study.*

***Keywords: Career Planning, Organizational Culture, Perceived Organizational Support, Job Satisfaction***