

ABSTRAK

Vira Dwi Neja Chantika 17101155310313. Manajemen (2021), “Pengaruh *Self Efficacy*, Komitmen Organisasi Dan Promosi Jabatan Terhadap Kepuasan Kerja Karyawan Pada PT.KAI SIBINUANG Kota Padang” dibawah bimbingan ibuk Marta Widian Sari, S.E.,M.A dan ibuk Nila Pratiwi,S.HI.,M.A.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Self efficacy*, Komitmen Organisasi dan Promosi Jabatan Terhadap Kepuasan Kerja Karyawan Pada PT.KAI Sibinuang Kota Padang. Metode pengumpulan data melalui survey dan pengumpulan kuesioner, dengan sampel 52 responden. Metode analisis yang digunakan adalah regresi linear berganda dan analisis jalur (Path Analysis) menggunakan SPSS for windows versi 23.

Hasil penelitian yang didapatkan berdasarkan (Uji t) diperoleh *Self efficacy* secara parsial berpengaruh signifikan terhadap Kepuasan Kerja, Komitmen secara parsial berpengaruh signifikan terhadap Kepuasan Kerja. Promosi Jabatan secara parsial berpengaruh signifikan terhadap Kepuasan Kerja.

Akhirnya penulis menyarankan kepada PT.KAI Sibinuang Padang untuk dapat meningkatkan *self efficacy*, komitmen organisasi, promosi jabatan, dan kepuasan kerja.

Kata kunci : *Self Efficacy*,Komitmen,Promosi,kepuasan kerja.

ABSTRACT

Vira Dwi Neja Chantika 17101155310313. Management (2021), "The Influence of Self Efficacy, Organizational Commitment and Position Promotion on Employee Job Satisfaction at PT. KAI SIBINUANG Padang City" under the guidance of Ms. Marta Widian Sari, SE, MA and Ms. Nila Pratiwi, S. HI.,MA

This study aims to examine how much influence Self efficacy, Organizational Commitment and Job Promotion have on Employee Job Satisfaction at PT.KAI Sibinuang, Padang City. Methods of collecting data through surveys and questionnaires, with a sample of 52 respondents. The analytical method used is multiple linear regression and path analysis using SPSS for windows version 23.

The results obtained based on (t test) obtained that Self efficacy partially has a significant effect on Job Satisfaction, Commitment partially has a significant effect on Job Satisfaction. Position Promotion partially has a significant effect on Job Satisfaction.

Finally, the authors suggest to PT.KAI Sibinuang Padang to be able to increase self-efficacy, organizational commitment, promotion, and job satisfaction.

Keywords: Self Efficacy, Commitment, Promotion, job satisfaction.