

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 PT. Bkrie Pasaman Plantations Air Balam . Metode analisis data menggunakan kuesioner, dengan sampel 82 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda.

Berdasarkan hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara fasilitas kerja terhadap peningkatan kinerja karyawan, Sedangkan Fasilitas Kerja dan Pengembangan Karir melalui Kepuasan Kerja berpengaruh 69,2% sedangkan sisanya sebesar 30,8% dipengaruhi variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja dengan meningkatkan fasilitas kerja melalui perlengkapan kantor,transportasi, Pengembangan karir melalui pelatihan,pendidikan dan kepuasan kerja melalui peningkatan gaji dan kenaikan pangkat pada PT. Bakrie Pasaman Plantations Air Balam Pasaman Barat.

Kata Kunci: Fasilitas kerja, Pengembangan karir, Kinerja karyawan dan Kepuasan kerja

ABSTRACT

The purpose of this study was to determine how much influence work facilities and career development have on employee performance with job satisfaction as an intervening variable at PT. Bkrie Pasaman Plantations Air Balam . Methods of data analysis using a questionnaire, with a sample of 82 respondents. The data analysis method used is multiple linear regression analysis.

Based on the results of the study indicate that there is a positive and significant influence between work facilities on improving employee performance,Meanwhile, Job Facilities and Career Development through Job Satisfaction have an effect of 69.2% while the remaining 30.8% is influenced by other variables outside of this study.

Based on the results of this study, it is expected that the company's management can improve performance by improving work facilities through office equipment, transportation, career development through training, education and job satisfaction through increasing salaries and promotions at PT. Bakrie Pasaman Plantaions Air Balam Pasaman Barat.

Keywords: work facilities,career development,employee performance and jon satisfaction