

ABSTRAK

Lela NurHalifah , No.BP 18101155310266. Manajemen Fakultas Ekonomi Dan Bisnis 2021, Pengaruh Pengembangan Karir Kompensasi Kerja Terhadap Kepuasan Kerja melalui *Employee Engagement* Sebagai Variabel Intervening Pada GURU SMAN 8 MERANGIN, dibawah bimbingan bapak Robby Dharma, SE.,M.M dan bapak Rio Andhika Putra,SH.,M.M

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pengembangan Karir Kompensasi Kerja Terhadap Kepuasan Kerja melalui *Employee Engagement* Sebagai Variabel Intervening Pada GURU SMAN 8 MERANGIN. Metode analisis yang digunakan adalah SPSS 25.0. Dengan pengumpulan data melalui survei dan kuesioner yang disebarakan sebanyak 41 responden.

Hasil penelitian yang diperoleh Terdapat pengaruh positif yang signifikan antara Pengembangan Karir terhadap *Employee Engagement*.Terdapat pengaruh yang signifikan antara Kompensasi Kerja terhadap *Employee Engagement*.Terdapat pengaruh yang tidak signifikan antara Pengembangan Karir terhadap Kepuasan Kerja.Terdapat pengaruh yang signifikan antara Kompensasi Kerja terhadap Kepuasan Kerja.Terdapat pengaruh yang signifikan antara *Employee Engagement* terhadap Kepuasan Kerja. Pengaruh langsung Pengembangan Karir terhadap Kepuasan Kerja lebih kecil daripada pengaruh tidak langsung Pengembangan Karir terhadap Kepuasan Kerja melalui *Employee Engagement*.Terdapat Pengaruh langsung Kompensasi Kerja terhadap Kepuasan Kerja lebih besar daripada pengaruh tidak langsung Kompensasi Kerja terhadap Kepuasan Kerja melalui *Employee Engagement*.

**Kata kunci : Pengembangan Karir, Kompensasi Kerja, Kepuasan Kerja,
*Employee Engagement***

ABSTRACT

Lela NurHalifah, No. BP 18101155310266. Management Faculty of Economics and Business 2021, The Effect of Career Development Work Compensation on Job Satisfaction through Employee Engagement as an Intervening Variable at TEACHERS OF SMAN 8 MERANGIN, under the guidance of Mr. Robby Dharma SE, MM and Mr. Rio Andhika Putra SH, MM

This study aims to determine how big the influence of career development work compensation on job satisfaction through employee engagement as an intervening variable at SMAN 8 MERANGIN TEACHERS. The analytical method used is SPSS 25.0. By collecting data through surveys and questionnaires distributed as many as 41 respondents.

The research results obtained There is a significant positive effect between Career Development on Employee Engagement. There is a significant effect between Work Compensation on Employee Engagement. There is an insignificant effect between Career Development on Job Satisfaction. There is a significant effect between Job Compensation on Job Satisfaction. There is a significant influence between Employee Engagement on Job Satisfaction. The direct effect of Career Development on Job Satisfaction is smaller than the indirect effect of Career Development on Job Satisfaction through Employee Engagement.

Keywords: Career Development, Job Compensation, Job Satisfaction, Employee Engagement