

ABSTRAKSI

Untuk bisa mencapai kepuasan kerja (Y), karyawan harus mendapatkan dukungan dari organisasi untuk pengembangan karirnya (X). Selain dukungan dari organisasi, harus ada peran aktif dari karyawan yaitu berupa perilaku manajemen karir (Z) dari karyawan itu sendiri.

Penelitian ini bertujuan untuk mengetahui pengaruh *organisational support for career development* (OSCD) terhadap kepuasan kerja baik secara langsung maupun secara tidak langsung yang melalui *career management behavior* (CMB). Jenis penelitian ini termasuk ke dalam penelitian kuantitatif. Sampel penelitian sebanyak 161 orang pegawai PT.PLN (Persero) Distribusi Jawa Timur Surabaya. Instrument penelitian ini menggunakan kuesioner. Teknik analisis yang digunakan adalah path analysis yang diolah dengan menggunakan program AMOS versi 16.

Hasil penelitian menunjukkan, ada pengaruh langsung yang signifikan dari *organisational support for career development* (OSCD) terhadap kepuasan kerja karyawan PT. PLN (Persero) Distribusi Jawa Timur. Koefisien jalur *organisational support for career development* (OSCD) terhadap kepuasan kerja bertanda positif yang berarti semakin baik *organisational support for career development* (OSCD) yang dilakukan PT.PLN (Persero) Distribusi Jawa Timur Surabaya, maka kepuasan kerja karyawan juga ikut meningkat. Dengan hasil ini maka hipotesis pertama diterima kebenarannya.

Di samping itu, hasil penelitian juga menunjukkan adanya pengaruh tidak langsung dari *organisational support for career development* (OSCD) terhadap kepuasan kerja melalui *career management behavior* (CMB) karyawan PT. PLN (Persero) Distribusi Jawa Timur Surabaya. Dengan demikian *career management behavior* (CMB) memediasi *organisational support for career development* (OSCD) terhadap kepuasan kerja. Dengan hasil ini maka hipotesis kedua dari penelitian ini juga diterima kebenarannya. Namun besarnya koefisien pengaruh tidak langsung dari *organisational support for career development* (OSCD) terhadap kepuasan kerja melalui *career management behavior* (CMB) lebih kecil dibandingkan koefisien pengaruh langsung dari *organisational support for career development* (OSCD) terhadap kepuasan kerja.

Kata kunci: *Organisational Support for Career Development* (OSCD), kepuasan kerja, *career management behavior* (CMB).

ABSTRACT

To be able to achieve job satisfaction (Y), the employee must obtain organizational support for career development (X). In addition to the support of the organization, there must be active participation of the employees in the form of career management behavior (Z) of the employee themselves.

This study aims to determine the effect of organizational support for career development (OSCD) on job satisfaction both directly and indirectly through career management behavior (CMB). This research included in the quantitative research. The study sample as many as 161 employees of PT PLN (Persero) Distribution of East Java, Surabaya. This study used a questionnaire instrument. Analysis techniques are used path analysis were processed using the program AMOS version 16.

The results showed no significant direct effect of organizational support for career development (OSCD) on job satisfaction of employees of PT. PLN (Persero) Distribution of East Java. Path coefficients organizational support for career development (OSCD) on job satisfaction is positive which means the better organizational support for career development (OSCD) conducted PT.PLN (Persero) Distribution of Surabaya in East Java, the employee job satisfaction also increased. With this result, the first hypothesis is accepted as true.

In addition, the results also indicate the existence of an indirect effect of organizational support for career development (OSCD) on job satisfaction through career management behavior (CMB) PT. PLN (Persero) Distribution of East Java, Surabaya. Thus career management behavior (CMB) mediate organizational support for career development (OSCD) on job satisfaction. With this result, the second hypothesis of this study is also accepted as true. But the magnitude of the coefficient of the indirect effect of organizational support for career development (OSCD) on job satisfaction through career management behavior (CMB) is smaller than the coefficient of the direct effect of organizational support for career development (OSCD) on job satisfaction.

Keywords: Organisational Support for Career Development (OSCD), job satisfaction, career management behavior (CMB)