

PENGARUH *ORGANISATIONAL SUPPORT FOR CAREER DEVELOPMENT (OSCD)* DAN *PROACTIVE PERSONALITY* TERHADAP *CAREER SATISFACTION* MELALUI *CAREER MANAGEMENT BEHAVIOURS* PADA KARYAWAN STRUKTURAL PT. PLN (PERSERO) DISTRIBUSI JAWA TIMUR
PRITA YUNADIA
YUNADIA, PRITA

Pemibimbing : Dra. Ec. Praptini Yulianti, M.Si.,

Organisational support for career development, proactive personality, career management behaviours, career satisfaction

ORGANIZATION – MANAGEMENT

KKB KK B 446/10 Yun p

ABSTRAKSI

Pengembangan sumber daya manusia dalam menunjang aktivitas perusahaan dapat dilakukan dengan membuat strategi pengembangan karir bagi karyawan agar mereka termotivasi untuk menunjukkan kinerja terbaiknya dan meningkatkan kemampuannya serta loyal terhadap perusahaan. *Organisational support for career development (OSCD)* merupakan program-program yang dilakukan perusahaan dimana perusahaan memberikan dukungan yang bertujuan meningkatkan karir karyawan. Berdasarkan uraian tersebut maka akan dikaji lebih jauh mengenai pengaruh langsung dan tidak langsung *OSCD* dan *proactive personality* terhadap kepuasan karir melalui *career management behaviours*. Pada penelitian ini sampel diambil dari jumlah populasi karyawan PT. PLN (PERSERO) Distribusi Jawa Timur Surabaya, dengan menggunakan metode *sensus* yaitu dengan mengambil seluruh anggota populasi dalam penelitian. Populasi pada penelitian ini meliputi 43 sampel dari karyawan level manajerial, deputy manajer, dan supervisor dari tujuh bagian yang dijadikan responden. Data yang digunakan merupakan data primer dari hasil kuesioner yang diberikan kepada responden dan pengamatan langsung. Metode analisa yang digunakan adalah metode analisis jalur (*path analysis*) serta uji validitas dan realibilitas untuk mengukur kevalidan data hasil kuisisioner. Berdasarkan hasil analisis data dapat diketahui bahwa indikator yang menyusun variabel pada kuesioner telah valid dan seluruh variabel tersebut reliabel. Untuk hasil analisis jalur (*path analysis*) diketahui pada pengujian asumsi sudah memenuhi semua asumsi yang disyaratkan, kemudian untuk pengujian hipotesis diketahui pada pengaruh langsung *organisational support for career development* terhadap *career satisfaction* adalah positif signifikan karena nilai signifikansi sebesar 0,019 masih lebih kecil dari taraf alpha 0,05. Untuk pengaruh langsung *proactive personality* terhadap *career satisfaction* bersifat positif signifikan karena nilai signifikansi sebesar 0,044 masih lebih kecil dari taraf alpha 0,05. Pengaruh bersifat positif berarti menunjukkan hubungan searah. Sedangkan untuk pengaruh tidak langsung *organisational support for career development* terhadap *career satisfaction* melalui *career management behaviour* bersifat positif dan nilai pengaruh tidak langsung tersebut lebih kecil daripada pengaruh langsungnya, dengan demikian *career management behaviour* bukan merupakan variabel *intervening* hubungan *organisational support for career development* dengan *career satisfaction*. Untuk pengaruh tidak langsung *proactive personality* terhadap *career satisfaction* melalui *career management behavior* bersifat positif dan nilai pengaruh tidak langsung tersebut lebih besar daripada pengaruh langsungnya, dengan demikian *career management behaviour* merupakan variabel *intervening* hubungan *proactive personality* dengan *career satisfaction*.

ABSTRACT

Human resources development in supporting the company's activities can be done by creating a career development strategy for the employees so that they are motivated to show their best performance and improve their ability and loyal to the company. Organisational support for career development (OSCD) are programs that do company whereby the company provides support aimed at improving employees' career. Based on the above description it will be further examination of direct and indirect influence OSCD and proactive personality on career satisfaction through career management Behaviours. In this study, samples were taken from population employee of PT. PLN (Persero) Distribution of Surabaya in East Java, using the census method that is by taking all members of the population in the study. The population in this study included 43 samples from the managerial level employees, deputy manager, and supervisor of the seven parts of the respondents. The data used are primary data from questionnaires given to respondents and direct observation. Analysis method used was path analysis method (path analysis) and test the validity and reliability to measure the validity of the questionnaire data. Based on the results of data analysis showed that the indicators that make up the variables in the questionnaire was valid and reliable all these variables. For the results of path analysis (path analysis) is known to test the assumption already meets all the required assumptions, and then to test the hypothesis known at the direct effect of organizational support for career development on career satisfaction is significantly positive for the significant value of 0.019 is still less than the level of alpha 0.05. For the direct influence of proactive personality on career satisfaction is positively significant because of the significant value of 0.044 is smaller than the alpha level of 0.05. The effect is positive indicating the direction of the relationship. As for the indirect effect of organizational support for career development on career satisfaction through career management behavior are positive and the value of indirect effect is smaller than the direct effect, thus career management behavior is not an intervening variable relationship organizational support for career development with career satisfaction. For the indirect influence of proactive personality on career satisfaction through career management behavior are positive and the value of indirect effect is larger than the direct effect, thus career management behavior is an intervening variable relationship proactive personality with career satisfaction.