

ABSTRAK

Penelitian ini menguji pengaruh *career programmes* terhadap *career satisfaction* dengan *perceived career development programs* sebagai variabel *intervening* pada Kantor Direksi PT Perkebunan Nusantara XII Surabaya. Pendekatan yang digunakan adalah pendekatan kuantitatif menggunakan kuesioner dan metode *explanatory* dengan SmartPLS. Responden penelitian ini karyawan Strata III-VI di Kantor Direksi PT Perkebunan Nusantara XII Surabaya sebanyak 158 orang. Hubungan variabel yang memediasi *career programmes* terhadap *career satisfaction* diuji VAF, untuk mengetahui *perceived career development programs* yang memediasi *career programmes* terhadap *career satisfaction* merupakan *full mediation*, *partial mediation*, atau *no mediation*.

Career planning berpengaruh negatif dan tidak signifikan terhadap *perceived career development programs*, sedangkan berpengaruh positif dan signifikan pada *career management* terhadap *perceived career development programs*, dan *perceived career development programs* terhadap *career satisfaction*. Selain itu, positif dan tidak signifikan pada *career programmes* terhadap *career satisfaction*. Sementara itu, *perceived career development programs* memediasi *career planning* terhadap *career satisfaction* tidak dilakukan uji VAF dan *full mediation* antara *perceived career development programs* memediasi *career management* terhadap *career satisfaction*.

Kata kunci: *Career Planning, Career Management, Perceived Career Development Programs, Career Satisfaction*

ABSTRACT

This study aims to examine the effect of career programmes to career satisfaction with perceived career development programs as intervening variable in PT Perkebunan Nusantara XII Surabaya. The approach which used is a quantitative approach by using questionnaire and explanatory method with SmartPLS. The respondents are Strata III-VI employees all departments in PT Perkebunan Nusantara XII Surabaya as many as 158 people. The relationship between variables which are mediating career programmes to career satisfaction were tested by the VAF, to determine that perceived career development programs which are mediating career programmes to career satisfaction were full mediation, partial mediation, or no mediation.

Career planning has a negative and insignificant effect to perceived career development programs, there is a positive effect and significant between career management to perceived career development programs, and perceived career development programs to career satisfaction. In addition, there is a positive effect and insignificant between career programmes to career satisfaction. While there is also indicate that perceived career development programs in mediating career planning to career satisfaction has not performed by VAF method and full mediation between perceived career development programs in mediating career management to career satisfaction.

Keywords: Career Planning, Career Management, Perceived Career Development Programs, Career Satisfaction