ABSTRACT

NISE SEPTYAWATI, "The Analysis of Career Development and Its Influence to Employee's Job Satisfaction at PT. Pos Indonesia (Persero) Head Office Bandung", Under The Guidance Isniar Budiarti, SE., M.Si.

Career development is a proses to increase individual skills in order to achive better career. And job satisfaction shows how far individual feels about the positive or negative of all factors and dimension from their task in their job. The purpose of this research is to understand career development, job satisfaction and examine the influence of career development to employees job satifaction at head office of PT POS Indonesia (Persero) Bandung.

The method used in this research is descriptive method using Quantitative approach. The population is 410, and the proportionate stratified random sampling is used as sampling technique in order to obtain 81 employees as sample. Interviews, observation, questionnaires, and documentation are used in collecting data. Analysis method is using Pearson correlation and coefficient of determination, as well as t test using SPSS 12.0 for windows.

The result of career development based on responden responses showed good result. There are some factors need to be improved such work performance, loyalty on organization, mentors and sponsor, support subordinate, opportunities for growth. Meanwhile, employees job satisfaction shows good result already from wage, job itself, co-workers, superior, promotion shows good result. The results shows strong relationship between career development and employees job saisfaction, with contributions about 78,9% and the rest, 21,1 %, will be affected by other factors, such as compensation, competence, appraisal work performance, incentive and etc.

Keywords : career development, employee's job satisfaction