

**PENGARUH PENGEMBANGAN KARIR, KEPUASAN KERJA DAN
KOMPENSASI TERHADAP KINERJA KARYAWAN PADA
PT. BISMA TUNAS JAYA CABANG *SUNSETROAD* BADUNG**

ABSTRAK

Penelitian ini bertujuan untuk menguji dan memperoleh bukti empiris tentang pengaruh pengembangan karir, kepuasan kerja dan kompensasi terhadap kinerja karyawan pada PT. Bisma Tunas Jaya Cabang *Sunsetroad* Badung. Populasi penelitian ini adalah 53 karyawan PT. Bisma Tunas Jaya Cabang *Sunsetroad* Badung. Sampel diambil dengan metode *non-probability sampling* dengan teknik sampel jenuh, merupakan teknik penentuan sampel dimana seluruh anggota populasi digunakan sebagai sampel.

Pengumpulan data dilakukan dengan wawancara dan kuisioner. Analisis data menggunakan uji instrumen, uji asumsi klasik, analisis regresi linier berganda, analisis korelasi berganda, analisis determinasi dan uji t.

Hasil penelitian menunjukkan bahwa pengembangan karir, kepuasan kerja dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Bisma Tunas Jaya Cabang *Sunsetroad*. Penelitian selanjutnya dapat mengembangkan penelitian ini dengan menggunakan variabel lain yang secara teoritis mempengaruhi kinerja karyawan, seperti gaya kepemimpinan dan lingkungan kerja.

Kata kunci: pengembangan karir, kepuasan kerja, kompensasi, kinerja karyawan

UNMAS DENPASAR

**THE EFFECT OF CAREER DEVELOPMENT, JOB SATISFACTION AND
COMPENSATION ON EMPLOYEE PERFORMANCE IN
PT. BISMA TUNAS JAYA BADUNG SUNSETROAD BRANCH**

ABSTRACT

This study aims to examine and obtain empirical evidence about the effect of career development, job satisfaction and compensation on employee performance at PT. Bisma Tunas Jaya Sunsetroad Badung Branch. The population of this study were 53 employees of PT. Bisma Tunas Jaya Sunsetroad Badung Branch. Samples were taken by non-probability sampling method with saturated sample technique, which is a sampling technique where all members of the population are used as samples.

Data was collected by means of interviews and questionnaires. Data analysis used instrument test, classical assumption test, multiple linear regression analysis, multiple correlation analysis, determination analysis and t test.

The results showed that career development, job satisfaction and compensation had a positive and significant effect on employee performance at PT. Bisma Tunas Jaya Sunsetroad Branch. Further research can develop this research by using other variables that theoretically affect employee performance, such as leadership style and work environment.

Keywords: *career development, job satisfaction, compensation, employee performance*

