

ABSTRAK

PENGARUH PENGEMBANGAN KARIR BUDAYA ORGANISASI DAN KEPUASAN KERJA TERHADAP KARYAWAN (Studi Kasus Pada PT Telkom Yogyakarta)

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Rumusan masalah dari penelitian ini adalah: 1) Apakah pengembangan karier berpengaruh secara positif terhadap kinerja karyawan PT. Telkom Yogyakarta? 2) Apakah budaya organisasi berpengaruh secara positif terhadap kinerja karyawan PT. Telkom Yogyakarta? 3) Apakah kepuasan kerja berpengaruh secara positif terhadap kinerja karyawan PT. Telkom Yogyakarta? 4) Apakah pengembangan karier, budaya organisasi, dan kepuasan kerja secara bersama-sama berpengaruh terhadap kinerja karyawan PT. Telkom Yogyakarta? Sampel dari penelitian ini adalah sebanyak 100 responden. Data diambil melalui metode kuesioner yang kemudian dianalisis dengan menggunakan analisis regresi linier berganda, dengan persamaan: $Y = 7,153 - 0,114X_1 + 0,186X_2 + 0,415X_3$. Dari hasil pengujian secara bersama-sama diketahui bahwa variabel bebas secara bersama-sama berpengaruh terhadap kinerja karyawan dengan F sebesar 12,529. Dari hasil pengujian secara parsial diketahui bahwa hanya ada 2 variabel bebas yang berpengaruh positif terhadap kinerja karyawan, yaitu variabel budaya organisasi dan variabel kepuasan kerja.

ABSTRACT

THE INFLUENCE OF CAREER IMPROVEMENT, ORGANIZATION CULTURE AND JOB SATISFACTION TOWARDS EMPLOYEES' PERFORMANCE A Case Study at PT. Telkom Yogyakarta

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This research intended to find out (1) the influence of career improvement towards the employees' performance; (2) the influence of organization culture towards the employees' performance; (3) the influence of job satisfaction towards the employees' performance; and (4) the influence of career development, organization culture and job satisfaction simultaneously towards the employees' performance. This research was a case study at PT. Telkom Yogyakarta. The population of this research was the employees of PT. Telkom Yogyakarta. The sample was determined as many as 100 respondents. The technique of sample collection was non-probability sampling. The sample was obtained using questionnaire in June 2010. The technique of data analysis showed that: (1) career improvement partially did not influence employees' performance; (2) organization culture partially influence employees' performance; (3) job satisfaction partially influenced employees' performance and; (4) career development, organization culture and working satisfaction simultaneously influenced the employees' performance.