

ABSTRAK

PENGARUH EFEKTIVITAS KEPEMIMPINAN, DUKUNGAN ORGANISASI DAN PROGRAM PENGEMBANGAN KARIR TERHADAP KEPUASAN KERJA KARYAWAN Studi Kasus pada Karyawan RS. Stella Maris Makassar

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Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan efektivitas kepemimpinan, dukungan organisasi dan program pengembangan karir terhadap kepuasan kerja karyawan dan untuk mengetahui pengaruh secara parsial efektivitas kepemimpinan, dukungan organisasi dan program pengembangan karir terhadap kepuasan kerja karyawan. Penelitian ini dilakukan selama 1 bulan yaitu pada 17 Mei sampai 17 Juni 2010. Populasi yang digunakan dalam penelitian adalah seluruh karyawan tetap RS. Stella Maris Makassar. Jumlah sampel yang diambil 78 responden. Pengambilan sampel menggunakan teknik *purposive sampling*. Teknik analisis data yang digunakan adalah analisis regresi linier berganda, uji asumsi klasik, uji F dan uji t. Pengumpulan data dilakukan dengan kuesioner dan dokumentasi. Berdasarkan hasil analisis data dengan bantuan program SPSS 17.0, hasil penelitian dapat disimpulkan sebagai berikut: hasil analisis regresi diperoleh koefisien regresi variabel efektivitas kepemimpinan, dukungan organisasi dan program pengembangan karir berpengaruh positif terhadap kepuasan kerja karyawan. Hasil penelitian juga menunjukkan bahwa efektivitas kepemimpinan, dukungan organisasi dan program pengembangan karir secara simultan dan secara parsial berpengaruh positif terhadap kepuasan kerja karyawan.

Kata kunci: *Efektivitas kepemimpinan, dukungan organisasi, program pengembangan karir, kepuasan kerja karyawan.*

ABSTRACT

THE EFFECT OF LEADERSHIP EFFECTIVENESS, ORGANIZATIONAL SUPPORT AND CAREER DEVELOPMENT PROGRAM TO THE EMPLOYEES' JOB SATISFACTION Case Study of Stella Maris Makassar Hospital Employees

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The purpose of this study is to know the simultaneous effect of leadership effectiveness, organizational support, and career development program to the employees' job satisfaction, and to know the partial effect of leadership effectiveness, organizational support and career development program to the employees' job satisfaction. This study took place for one month, that was, from Mei 17 until June 17, 2010. The populations involved in this study were all permanent employees of Stella Maris Makassar Hospital. The sample populations were 78 respondents. This sample was taken on the basis of purposive sampling. Data analysis technique was multiple regression, classic assumption test, F-test and t-test. The data was gathered through the use of questionnaires and documentation. Based on the data analysis, with the use of SPSS 17.0, the following are the results of the study: The result of regression analysis is that regression coefficient for variables leadership effectiveness, organizational support and career development program have positive effect to the employees' job satisfaction. The result of the investigation also shows that simultaneous and partial leadership effectiveness, organizational supports and career development program have positive effect to the employees' job satisfaction.

***Keywords:** leadership effectiveness, organizational support, career development program, employees' job satisfaction.*