

ABSTRAKSI

ANALISIS PENEMPATAN KERJA, PENGEMBANGAN KARIR, LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI MELALUI KEPUASAN KERJA PADA SEKRETARIAT DAERAH KABUPATEN KUDUS

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Penelitian ini mempunyai tujuan menganalisis penempatan kerja, pengembangan karir, lingkungan kerja terhadap kinerja pegawai melalui kepuasan kerja pada Sekretariat Daerah Kabupaten Kudus. Desain penelitian ini merupakan penelitian eksplanasi (*explanatory research*). Populasi penelitian ini adalah seluruh pegawai di lingkungan Sekretariat Daerah Kabupaten Kudus sebanyak 132 orang. Sampel diambil sebanyak 120 responden. Uji instrumen dilakukan dengan uji validitas dan reliabilitas. Analisis data menggunakan SEM. Berdasarkan hasil analisis dapat diambil kesimpulan bahwa penempatan kerja, pengembangan karir, dan lingkungan kerja berpengaruh dalam peningkatan kepuasan kerja pada pegawai di Sekretariat Daerah Kabupaten Kudus. Kepuasan kerja berpengaruh dalam peningkatan kinerja pegawai di Sekretariat Daerah Kabupaten Kudus. Penempatan kerja tidak berpengaruh secara langsung terhadap kinerja pegawai. Pengembangan karir dan lingkungan kerja berpengaruh dalam peningkatan kinerja pegawai di Sekretariat Daerah Kabupaten Kudus.

Kata kunci : Penempatan kerja, pengembangan karir, lingkungan kerja, kepuasan kerja, dan kinerja pegawai.

ABSTRACT

ANALYSIS OF JOB PLACEMENT, CAREER DEVELOPMENT, WORKING ENVIRONMENT TOWARDS PERFORMANCE THROUGH WORK SATISFACTION AT THE DISTRICT SECRETARIAT OF KUDUS

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This research has the purpose of analyzing job placement, career development, working environment for performance through work satisfaction at The Regional Secretariat of Kudus District. The design of this research is explanatory research. The population of research was 132 staff population of the Kudus District Secretariat of Kudus. Samples were taken as many as 120 respondents. The instrument test is carried out with validity and reliability tests. Data analysis is used with confirmatory factor analysis in SEM. Based on the results of analysis can be concluded that the work placement, career development, and working environment have influence in improving job satisfaction to employees in The Regional Secretariat of Kudus District. Satisfaction is have influence the performance of employees in The Regional Secretariat of Kudus District. Job placement not influence to performance employees, career development and working environment have influence in improving employee performance at The Regional Secretariat of Kudus District.

Keywords: Job placement, career development, work environment, job satisfaction, and employee performance.