

PENGARUH SISTEM PENGGAJIAN, PENGEMBANGAN KARIR DAN PROMOSI TERHADAP KEPUASAN KERJA KARYAWAN

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Abstract

This research was conducted with the aim to: 1. Describe strategies payroll system implemented in an organization or company, 2. Describe the design of career development and promotion systems in an organization or company, and 3. Test the effect of the payroll system, career development and promotion, and leadership on job satisfaction of employees in an organization or company.

The approach used to solve problems of this literature research, will refer to the theory of human resource management with a focus on the theory of compensation, career development and promotion.

Payroll system, career development and promotion, simultaneously positive and significant impact on job satisfaction of employees in the organization of a company.

Keywords: *Payroll, Career, Promotion, Satisfaction, Work*

Abstrak

Penelitian ini dilakukan dengan tujuan untuk: 1. Mendeskripsikan strategi sistem penggajian yang diterapkan dalam sebuah organisasi atau perusahaan, 2. Mendeskripsikan rancangan sistem pengembangan karir dan promosi dalam sebuah organisasi atau perusahaan, dan 3. Menguji pengaruh sistem penggajian, pengembangan karir dan promosi, dan kepemimpinan terhadap kepuasan kerja karyawan pada suatu organisasi atau perusahaan.

Pendekatan yang digunakan untuk memecahkan masalah penelitian pustaka ini, akan mengacu pada teori manajemen sumber daya manusia dengan fokus pada teori kompensasi, pengembangan karir dan promosi.

Sistem penggajian, pengembangan karir dan promosi, secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan dalam organisasi suatu perusahaan.

Kata Kunci: Penggajian, Karir, Promosi, Kepuasan, Kerja

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