

**Judul Penelitian : Penghargaan Pengembangan Karir Dan Gaya
Kepemimpinan Transformasional Terhadap
Employee Job Satisfaction Pada Koperasi
Karyawan Mekar PT. Gudang Garam Tbk Kediri**

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ABSTRAK

Penelitian ini bertujuan membuktikan hipotesis mengenai pengaruh penghargaan, pengembangan karir dan gaya kepemimpinan transformasional terhadap *employee job satisfaction* pada koperasi karyawan mekar PT. Gudang Garam Tbk Kediri. Jenis penelitian ini berupa kuantitatif dengan teknik pengambilan sampel berupa *purposive sampling* dengan sampel sebanyak 75 karyawan. Teknik analisis yang digunakan adalah uji validitas, uji realibilitas, uji normalitas, uji multikoleniaritas, uji linearitas, uji heteroskedastisitas, uji analisis regresi linear berganda, uji t, uji F dan uji koefisien determinasi. Berdasarkan hasil penelitian menunjukkan bahwa secara parsial penghargaan berpengaruh positif terhadap *employee job satisfaction* dengan nilai $\text{Sig } 0,000 < 0,05$ dan $t_{\text{hitung}} > t_{\text{tabel}}$ yaitu $4,629 > 1,933$. Pengembangan karir secara parsial berpengaruh positif terhadap *employee job satisfaction* dengan nilai $\text{Sig } 0,000 < 0,05$ dan $t_{\text{hitung}} > t_{\text{tabel}}$ yaitu $5,051 > 1,933$. Gaya kepemimpinan transformasional berpengaruh positif terhadap *employee job satisfaction* dengan nilai $\text{Sig } 0,009 < 0,05$ dan $t_{\text{hitung}} > t_{\text{tabel}}$ yaitu $3,500 > 1,933$. Variabel penghargaan, pengembangan karir dan gaya kepemimpinan transformasional secara silmutan berpengaruh positif terhadap *employee job satisfaction* dengan nilai sebesar $\text{Sig } 0,000 < 0,05$. Besar pengaruh ketiga variabel terhadap *employee job satisfaction* sebesar 83,3 %.

**Kata Kunci : Penghargaan, Pengembangan Karir, Gaya Kepemimpinan Transformasional,
Employee Job Satisfaction**

Research Title : The Influence of Career Development Awards and Style Transformational Leadership of Employee Job Statisfaction in the Mekar Employee Cooperative PT. Gudang Garam Tbk Kediri

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ABSTRACT

This study aims to prove the hypothesis regarding The Influence of Awards, Career Development and Transformational Leadership Style on *Employee Job Statisfaction* in PT. Gudang Garam Tbk Kediri. This type of research is quantitative with a sampling technique in the form of *purposive sampling* with a sample of 75 employees. The analysis techniques used are validity test, reality test, normality test, multicolebility test, linearity test, heteroscedasticity test, multiple linear regression analysis test, t test, F test and determination coefficient test. Based on the results of the study, it was shown that partially the award had a positive effect on *employee job statisfaction* with a Sig value of $0.000 < 0.05$ and with a calculation $> t_{table}$ of $4.629 > 1.933$. Career development partially had a positive effect on *employee job statisfaction* with a Sig value of $0.000 < 0.05$ and with a $t_{cal} > t_{table}$ of $5.051 > 1.933$. The transformational leadership style had a positive effect on *employee job statisfaction* with a Sig value of $0.009 < 0.05$ and with a calculation $> t_{table}$ of $3.500 > 1.933$. The variables of appreciation, career development and transformational leadership style had a positive effect on *employee job statisfaction* with a value of Sig $0.000 < 0.05$. The influence of the three variables on *employee job statisfaction* was 83.3%.

Keywords: Awards, Career Development, Style Transformational Leadership, Employee Job Statisfaction