

**PENGARUH IKLIM ORGANISASI DAN PENGEMBANGAN KARIR
TERHADAP KEPUASAN KERJA PADA FAKULTAS KEGURUAN
DAN ILMU PENDIDIKAN UNIVERSITAS DARUL ‘ULUM
JOMBANG**

ABSTRAK

Oleh :

TABITHA AMALIA AVANIE

Dosen Pembimbing :

Mardi Astutik, SE., M.M

Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi dan pengembangan karir terhadap kepuasan kerja pegawai pada Fakultas Keguruan dan Ilmu Pendidikan Universitas Darul ‘Ulum Jombang. Jenis penelitian yang digunakan adalah penelitian deskriptif kuantitatif dengan pendekatan kuantitatif. Populasi yang dipergunakan sebanyak 37 pegawai. Teknik pengambilan sampel dengan menggunakan sampel jenuh, jenis dan sumber data primer dan data sekunder, metode pengumpulan data dengan cara wawancara, angket, observasi serta dokumentasi dengan menggunakan uji validitas dan reliabilitas serta teknik analisis regresi linier berganda dan pengujian hipotesis dengan uji t. Hasil analisis menunjukkan Iklim Organisasi mampu meningkatkan kepuasan kerja karyawan di Fakultas Keguruan dan Ilmu Pendidikan Universitas Darul ‘Ulum Jombang dan Pengembangan karir mampu meningkatkan kepuasan kerja karyawan pada Fakultas Keguruan Dan Ilmu Pendidikan Universitas Darul ‘Ulum Jombang.

Kata kunci : *iklim organisasi, pengembangan karir, dan kepuasan kerja*

**EFFECT OF CLIMATE ORGANIZATION AND CAREER
DEVELOPMENT TO WORK SATISFACTION ON FACULTY OF
TROUBLE SHOOTING AND EDUCATIONAL EDUCATION
UNIVERSITY DARUL 'ULUM JOMBANG**

ABSTRACT

By :

TABITHA AMALIA AVANIE

Consellon :

Mardi Astutik, SE., M.M

This research aims to know their fluence of organizational career development and climate against employee job satisfaction at the Faculty of Pedagogy and Educational Sciences of the University of Darul 'Ulum Jombang. This type of research is quantitative descriptive research with quantitative approach. The population that used as many 37 employees. The technique of sampling by using saturated sample, the types and sources of primary data and secondary data, method of data collection by way of interviews, observation and documentation question form, with the use of test validity and reliability as well as technique multiple linear regression analysis and hypothesis testing with test t. Analysis results showed Climate Organization able to improve employee job satisfaction at the Faculty of Pedagogy and Educational Sciences of the University of Darul Ulum Jombang and career development able to improve employee job satisfaction at the Faculty of pedagogy and educational sciences of the University of Darul 'Ulum Jombang.

Keyword: *organizational climate, career development, and job satisfaction*