

ABSTRACT

The Effect of Rewards and Career Development on Employee Job Satisfaction at PT Jaya Beton Indonesia

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This study uses two independent variables, namely rewards and career development and one dependent variable, namely job satisfaction. This research was conducted with the aim of knowing the effect of rewards and career development either partially or simultaneously on employee job satisfaction at PT Jaya Beton Indonesia. Data collection techniques carried out by researchers using a method in the form of a questionnaire in the field which was distributed to 68 respondents. The scale used in this study used a Likert scale of 1-5. The data analysis technique used in this study is multiple linear regression analysis by performing classical assumption tests in the form of normality, multicollinearity, and heteroscedasticity tests. Then test the validity and reliability, as well as test the hypothesis consisting of the T test and F test. The results of this study indicate that H_1 is rejected, where the award has a positive but not significant effect on job satisfaction. H_2 and H_3 are accepted because they have a positive and significant effect. PT Jaya Beton Indonesia can pay attention to the awards given and maintain the career development that has been given so that employees can maintain and increase job satisfaction.

Keywords: *Reward, Career Development, Job Satisfaction.*