

ABSTRACT

The Effect Of Career Development And Organizational Communication On Employee Satisfaction At Bri Corporate University

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A banking company is a company that can be a place for someone to increase their career path. One of them is PT. Bank Rakyat Indonesia, Tbk. which provides opportunities for career paths to HR in it. An important component in determining the career path of employees is comfort and pleasure at work. This can be triggered by organizational communication, because employees will feel that the company where they work is the right place in the process of career advancement. Therefore, this study will analyze the effect of career development and organizational communication on job satisfaction of BRI Corporate University employees. This research uses quantitative methods. Data was collected using a questionnaire technique in the form of a google form with a Likert scale. Respondents in this study were 93 respondents. Three hypotheses are formulated and tested using Regression Analysis. The results of this research in processing the data show that $f_{count} > f_{table}$ which is equal to $22,331 > 3.10$, which indicates that career development and organizational communication variables simultaneously or simultaneously have a significant effect on employee job satisfaction. Career Development (X1) and Organizational Communication (X2) have a positive and significant influence on Employee Job Satisfaction (Y) at the BRI Corporate University Office. Career Development can be a good achievement for every employee, which in turn is able to create and improve employee career paths and good organizational communication can increase employee satisfaction.

Keywords: Career development, organizational communication, job satisfaction