

## **ABSTRAK**

**OK. ACHMAD YUSLIHARDY FA'IQ, NPM : 711180312062, Judul : Pengaruh Motivasi Kerja dan Pengembangan Karir terhadap Kepuasan Kerja Pegawai di Kantor Bupati Deli Serdang., Dibimbing oleh : Dr. H. Nur M. Ridha Tarigan, SE., MM sebagai Pembimbing I, dan Hj.Elny, S.E., M.M sebagai Pembimbing II, Skripsi : 2022.**

Penelitian ini bertujuan untuk Pengaruh Motivasi Kerja dan Pengembangan Karir terhadap Kepuasan Kerja Pegawai di Kantor Bupati Deli Serdang baik secara parsial maupun simultan penelitian ini menggunakan metode kuantitatif. sampel yang didapatkan pada penelitian berjumlah 30 responden yang merupakan pegawai di Kantor Bupati Deli Serdang. Sumber data penelitian ini menggunakan data primer yaitu sumber yang dicatat langsung oleh peneliti melalui hasil kuisioner dan wawancara mengenai masalah-masalah menyangkut Motivasi Kerja dan Pengembangan Karir terhadap Kepuasan Kerja Pegawai di Kantor Bupati Deli Serdang. Teknik analisis data yang digunakan adalah regresi linier berganda. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai, pengembangan karir berpengaruh positif dan tidak signifikan terhadap kepuasan kerja pegawai. Secara bersama-sama variabel motivasi kerja dan pengembangan karir berpengaruh positif dan signifikan terhadap Kepuasan Kerja Pegawai di Kantor Bupati Deli Serdang.

**Kata kunci : Motivasi Kerja, Pengembangan Karir, Kepuasan Kerja Pegawai**

## **ABSTRACT**

**OK. ACHMAD YUSLIHARDY FA'IQ, NPM : 711180312062, Title : The Effect of Work Motivation and Career Development on Employee Work Goals at the Deli Serdang Regent's Office., Supervised by : Dr. H. Nur M. Ridha Tarigan, SE., MM as Supervisor I, and Hj.Elny, SE, MM as Supervisor II, Thesis : 2022.**

This study aims to determine the effect of motivation and career development on employee work goals at the Deli Serdang Regent's Office, both partially and simultaneously using research methods. The sample obtained in the study amounted to 30 respondents who were employees at the Deli Serdang Regent's Office. The data source of this study used primary data, namely sources that were recorded directly by researchers through the results of questionnaires and interviews regarding issues concerning Work Motivation and Career Development on Employee Work Goals at the Deli Serdang Regent's Office. The data analysis technique used is multiple linear regression. The results showed that work motivation had a positive and significant effect on employee job satisfaction, career development had a positive and insignificant effect on employee satisfaction. Together, the variables of work motivation and career development have a positive and significant effect on employee activities at the Deli Serdang Regent's Office.

**Keywords:** **Work Motivation, Career Development, Employee Work Goals**