

ABSTRACT

Job satisfaction is an important thing that must be considered by the company. In 2021 and 2022, the results of the PT X job satisfaction survey showed a decline. One of the factors can be seen from the majority of employees who are not comfortable working in the office with the lack of support for facilities in the office. PT X employees are also not satisfied with the promotions that are carried out that cannot reach employees who have met the criteria for promotion. Training opportunities held by PT X also cannot reach all PT X employees. In fact, employee participation in existing training also affects employee job satisfaction.

This study aims to examine the effect of career development, physical work environment and training on job satisfaction. This research was conducted to be able to find out things that can be done to increase job satisfaction in the Capital Market Licensing Department of PT X.

This research uses a quantitative method with a deductive analysis approach. Data collection techniques using interviews, questionnaires, literature studies and observations with a total of 121 respondents. The data analysis technique uses Structural Equation Modeling PLS and uses the PLS application as supporting software.

The results showed that career development has a positive and significant effect on job satisfaction, the physical work environment has a positive and significant effect on job satisfaction, training has a positive and significant effect on job satisfaction.

From the research results obtained, the authors hope that it can be a reference for companies to be able to make improvements in terms of career development, physical work environment and training.

Keywords: Career Development, Physical Work Environment, Training, Job Satisfaction