

ABSTRAK

Nama : Reyna Arsy Zulfa
Program Studi : Manajemen
Judul : Pengaruh Keadilan Organisasi, Budaya Organisasi, dan Pengembangan Karir terhadap Kepuasan Kerja pada UPTD Puskesmas Dewantara Kabupaten Aceh Utara

Kepuasan kerja di UPTD Puskesmas Dewantara Kabupaten Aceh Utara menjadi fokus penelitian ini, yang berupaya memahami peran keadilan organisasi, budaya, dan pengembangan karier dalam konteks ini. Peningkatan kebahagiaan karyawan memerlukan penelitian tentang cara menciptakan tempat kerja yang lebih adil, memperkuat budaya perusahaan, dan memfasilitasi kemajuan karier. Teknik kuantitatif digunakan dalam penelitian ini melalui survei. Semua anggota staf UPTD Puskesmas Dewantara merupakan populasi, dan 69 orang dipilih secara acak untuk berpartisipasi dalam survei. Regresi linier berganda digunakan untuk memeriksa data yang diterima dari kuesioner terstruktur. Terdapat hubungan yang substansial secara statistik antara kepuasan kerja dan keadilan organisasi, budaya organisasi, dan pertumbuhan karier. Secara individual, masing-masing faktor ini juga memiliki dampak yang nyata dan bermanfaat. Ketiga faktor independen tersebut menjelaskan 64,6% variasi kepuasan kerja, menurut koefisien determinasi (R^2). Untuk meningkatkan produktivitas organisasi dan kesejahteraan karyawan, hasil ini menekankan pentingnya melaksanakan strategi sumber daya manusia yang adil, mendukung budaya, dan berorientasi ke masa depan.

Kata Kunci: Keadilan Organisasi, Budaya Organisasi, Pengembangan Karir, Kepuasan Kerja.

ABSTRACT

Name : Reyna Arsy Zulfa Study

Program : Management

Title : The Effect of Organizational Justice, Organizational Culture, and Career Development on Job Satisfaction at the Dewantara Health Center UPTD, North Aceh Regency

Job satisfaction at UPTD Puskesmas Dewantara in North Aceh Regency is the focus of this research, which seeks to understand the role of organizational justice, culture, and career development in this context. Improving employee happiness necessitates doing research on how to create a more equitable workplace, strengthen corporate culture, and facilitate career advancement. A quantitative technique was used in this study by means of a survey. All staff members of UPTD Puskesmas Dewantara made up the population, and 69 people were chosen at random to participate in the survey. Multiple linear regression was used to examine the data received from a structured questionnaire. A statistically substantial relationship exists between work satisfaction and organizational justice, organizational culture, and career growth. On an individual basis, each of these factors also has a notable and beneficial impact. The three independent factors explain 64.6% of the variation in work satisfaction, according to the coefficient of determination (R^2). To improve organizational productivity and employee well-being, these results emphasize the significance of executing human resource strategies that are fair, culturally supportive, and future-oriented.

Keywords : *Organizational Justice, Organizational Culture, Career Development, Job Satisfaction.*