

manner and in accordance with the goals of the agency for employees at the BKPSDM Karawang office.

5. CONCLUSION

Based on the results of the study, the conclusions in this study are as follows: The level of career development has a positive effect on Job Satisfaction and Training has a positive and significant effect on employee Job Satisfaction at BKPSDM Karawang. The results of this study explain that the variables Career Development (X1) and Training (X2) have an influence on employee Job Satisfaction (Y) of 73.9%, while the remaining 26.1% can be caused by the research variables Discipline, Workload, Work Stress, Motivation, Environment, Leadership Style.

From the results of the study that has been conducted on 53 respondents, it can be seen that the test results obtained t value for the training variable partially show $t_{count} > t_{table}$, namely $3,324 > 2.00758$ with a significant value of $0.002 < 0.05$. This shows that the Career Development variable has a significant effect on the Employee Job Satisfaction variable at the BKPSDM Karawang office.

From the results of the research that has been conducted on 53 respondents, it can be seen that the test results obtained t value for the career development variable partially show $t_{count} > t_{table}$, namely $3.159 > 2.00758$ with a significant value of $0.003 < 0.05$. This shows that the Training variable has a significant effect on the Employee Job Satisfaction variable at the BKPSDM service.

Based on the results of respondents' responses to career development variables on the dimension of opportunity to grow, the percentage of answers is lower than others. Thus, it would be good for the company to improve the quality of education and training provided in order to satisfy its employees. Based on the results of the study, career development and training implemented at the Karawang BKPSDM Service as a whole are considered to have a positive effect on employee job satisfaction. It is hoped that this career development and training program can be improvised over time to improve employee job satisfaction at the Karawang BKPSDM Service.

LIMITATION AND STUDY FORWARD

The study was confined to the BKPSDM Karawang office and focused solely on career development and training as factors affecting job satisfaction. Other potential influential variables such as discipline, workload, work schedule, motivation, environment, and leadership style were not examined in this research.

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