

## ABSTRAK

Nurisa Anas Syalum, 2025. Dampak Kepuasan Kerja ditinjau dari *Career Development*, *Employee Well Being*, dan *Job insecurity* (Pada GraPARI Telkomsel Madiun). Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Ririh Angraini Setyahety, S.E., M.M.

Kepuasan kerja adalah kondisi emosional berupa rasa senang atau tidak senang dari seorang karyawan dalam menjalankan pekerjaan mereka. Lokasi dalam penelitian ini berada di GraPARI Telkomsel Madiun. Tujuan dari penelitian ini adalah guna membuktikan dampak kepuasan kerja yang ditinjau dari *Career Development*, *Employee Well Being*, dan *Job Insecurity*. Sumber data primer yang digunakan dalam penelitian ini adalah hasil jawaban responden melalui item – item kuesioner. Populasi karyawan berjumlah 107, dengan metode pengambilan sampling *Non Probability Sampling* dan kuesioner yang kembali sejumlah 80 orang. Menggunakan metode penelitian kuantitatif dengan menggunakan *software* SPSS 19. Hasil penelitian ini adalah *Career Development* berpengaruh signifikan terhadap kepuasan kerja, *Employee Well Being* tidak berpengaruh terhadap kepuasan kerja, dan *Job insecurity* tidak berpengaruh terhadap kepuasan kerja.

**Kata Kunci:** *Career Development*, *Employee Well Being*, *Job Insecurity*,  
Kepuasan Kerja

## **ABSTRACT**

Nurisa Anas Syalum, 2025. *The Impact of Job Satisfaction in Terms of Career Development, Employee Well-Being, and Job Insecurity (At GraPARI Telkomsel Madiun)*. Thesis. Management Program, Faculty of Economics and Business, PGRI University Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M. Advisor (II) Ririh Anggraini Setyahety, S.E., M.M.

*Job satisfaction is an employee's emotional state of pleasure or displeasure in carrying out their work. The location of this study was at GraPARI Telkomsel Madiun. The aim of this study was to demonstrate the impact of job satisfaction in terms of Career Development, Employee Well-Being, and Job Insecurity. The primary data source used in this study was the results of respondents' responses to questionnaire items. The employee population was 107, using a non-probability sampling method, and 80 questionnaires were returned. Quantitative research methods were used using SPSS 19 software. The results of this study indicate that Career Development has a significant effect towards job satisfaction, Employee Well-Being has no effect towards job satisfaction, and Job Insecurity has no effect towards job satisfaction.*

**Keywords:** *Career Development, Employee Well Being, Job Insecutity, Job Satisfaction*