

ABSTRACT

This study aims to determine the effect of Compensation (X1) and Career Development (X2) on Job Satisfaction (Y) and its impact on Employee Productivity (Z) at PT. Sang Hyang Seri Sukamandi Subang West Java. The research method used is descriptive and verification method with a sample of 91 respondents. Meanwhile, the data collection techniques used in this study are observation, interviews and questionnaires. And for the data analysis method used is validity test, reliability test, normality test, path analysis, correlation coefficient analysis and determination coefficient analysis with the help of IBM SPSS 25.0 for windows software. The results of this study indicate that there is a positive and significant influence of Compensation (X1) and Career Development (X2) on Job Satisfaction (Y) simultaneously and partially. Simultaneously, Compensation (X1) and Career Development (X2) have an effect on Job Satisfaction (Y) of 53.2%. While partially, Compensation (X1) has an effect on Job Satisfaction (Y) of 16.2% and Career Development (X2) has an effect on Job Satisfaction (Y) of 37%. Job Satisfaction (Y) has an effect of 62.3% on Employee Productivity (Z) at PT. Sang Hyang Seri Sukamandi Subang West Java.

Keywords: *Compensation, Job Satisfaction, Career Development, Employee Productivity*