

INFLUENCE career development, IREWARD, IDANI INSENTIFI FACE JOB satisfaction employees IPT. IHALT MANUFAKURISSENTOSAITEGAL.

Gusnawan I Fajrin I Ibrahim¹⁾, I Yuniarti I Herwinarni²⁾, I Catur I Wahyudi³⁾
Faculty I Economics I dan I Bisnis I Universitas I Pancasakti I Tegal
Email: Igusnawan251100@gmail.com

ABSTRACT

Gusnawan I Fajrin I Ibrahim, I 2023 I Penen affect the development of I Karir, I Reward, and I Incentif I Teraf I Kesatisfaction I Kerja I Karyawan IPT . I Halt I Manufaktur I Sentosa I Tegal, I Script

Research I aim to know I Influence Developments I Karir I Ter Facing I Kesatisfaction I Kerja I employee IPT. I Halt I Manufaktur I Sentosa I Tegal, I Influence I Reward I Ter face I Kesatisfaction I Kwork IPT. I Halt I Manufacturing I Sentosa I Tegal, I Influence I Incent I Ter Facing Satisfaction Employee Performance IPT. I Halt I Manufaktur I Sentosa I Tegal, I Impact Career Development, I Reward, I dan I Insentif I Terap I Kesatasia I Kerjai I Karyawan IPT. I Halt I Manufaktur I Sentosa I Tegal.

Types of Research I used I including I types I Quantitative research I with I using I skala I likert. I Population I in I research I is I Employee IPT. I Halt I Manufaktur I Sentosa I Tegal I is I eiseiseise many I 36 I employee. I Teknik I in I sampling I in I research I in I use I ssampling I saturate. I Metode I collection I data I use I questionnaire I dan I method I data analysis I do I with I use I method I successive I interval I (MSI), I uji I Validity I, I uji I Reliability, I uji I Assumption I classic, I dan I testing I hypothesis I using I Analysis I regression I in I near I double I with I alat I help I SPSS program.

Results I Research: I 1) I Variabel I Development I Influence on Employee Satisfaction I Generate Significant I 0.004 I < I 0.05 I (significant), I 2) I Variabel I Influence I on Satisfaction I 0.000 I < I 0.05 I (significant), I 3) I Variabel I Incent I Influence I on Satisfaction I 0.000 I < I 0.05 I (significant), I 3) I Variabel I Incentive I Influence on Satisfaction I 0.000 I < I 0.05 I (significant), I 4) I Variabel I Development I Karir, I Reward, I dan I Incent I se Method I simultaneity I Influence on Satisfaction I Performance I with I Significant Value I 0.000 I < I 0.05 I (significant).

Conclusion Research: I 1) I Influence Positive Significant Impact T, I dan I Incentive I secara I simultan I to Satisfaction I Kwork I Karyawan.

Words: Satisfaction, Performance, Performance, Performance, Innovation, Development, Innovation, and Innovation

INTRODUCTION

Entering the era of globalization I development of business companies I am growing rapidly. I'm going to make a lot of competition I'm

going to have a lot of competitionI'm going to have a lot of companies,I'm going to be a companyI'm going to be a business I'm going to be a companyI'm movingI'm processingI'm going to be a goat's babyI't going to be a mother's milkI'with IarianIyangI'am attractiveIdanI'healthyI'for consumers.I'm going to be a businessI'm going to be able to fulfill my desiresI'm a consumerI'm going to do a businessI'm going to produce somethingII'm different from my competitorsI'm going to achieve my goalsI'm going to get the company's goals I'm going to achieve my goalsI'm going to do itI'm going to be a business.

SourceIdayaIhumanI (HR)I am one of the factors I am very important I am not able to get I am released from the organization I am good institution I am or I am a company.ISDMI is also I a key I am I determine the development of the company.IP is in essence, ISDMI is a human beingI I am employedI am employed I am an organization as a driving force I to achieve I goals I organization I(FadjarI2018).

ResourcesI am a human resourceI am the most important part of the companyI because I function to obtain my hopes or goalsI and the goals I through my cooperative efforts I group I organization, so that I am the determinant of the success of the company I for I to achieve my goals.I am the most valuable asset I am with the management I am very good by the company I get I produce the performance of the company I get I the maximum performance I have to do with the employee I am very satisfied with the work I am very satisfied with the employee I am not satisfied I am

comfortable I am caring for me and I am less I am appreciated I am in work
 I am determined for the future I am very much I influence the Ipotential I
 want to develop I, ImakaI'm
 ImpactIIEmployeeIDifficultyIforIconcentrationII'm WorkingII'm
 ImpactIII'm ImpactII'm DifficultI'm FocusI'm WorkingI'm WorkingI'm
 ImpactI'm ImpactI'm DifficultI'm FocusI'm WorkingI'm WorkingI'm
 T(OnsardiIandIFenniI2023).

One of the IsatuIyangIgetIinfluence the level of successIsutuIthe
 companyYes, I am the satisfaction of the workI am the employee,Where I
 am the satisfaction of the workI am the one IoneIfactorsI I am very
 importantI for the person I am for I to produce the results of the work I am
 optimal.**I want to fulfill these needs**, I feel that I appreciate my existence.I
 feel that I am satisfied in my work, of course, I am trying to be as maximum
 as possible, I am doing everything I can, I am doing my best, I am going to
 do my job.

Job satisfactionI is a comparison between the results I obtained
 and the results I expected.ISeIseLargeIResultsIyangIobtainedIcompared
 with
 IResultsIyangIexpected,ImakaIseSatisfactionIemployeeI,IdanIconversely,I
 seIseSmallerIresultsIyangIobtainedCompared Iwith
 IresultsIyangIexpected,ImakaIseLowerIpulaIsatisfactionIworkEmployeeIII
 ExpectedI(BusroIMuhammadI2018:101).

One of the 11 factors, which I influence, I, job satisfaction, yes, career development. I'm going to get I'm going to manage my resources I'm going to be a human being I where I should be going to get me to invite and I'm going to be an employee I'm going to have an opportunity I'm going to be an employee I'm going to be able to develop like level that I'm more high I'm going to be a good employee I'm going to be more and more passionate about my work, I'm going to be going to be an employee I'm going to be going to have an impact on my job satisfaction I'm going to be a good employee. **Career Development I am a Vertical Development I include Position, I, Education, I dan I, I dan I, I'm Experienced I, I'm Experienced I, I'm Organized I, I'm Employed I'm Basic I, I'm Used I'm Basic I'm Employed I'm Basic I'm Employed (Busro Muhammad 2018).**

Other factors I yang I get I influence I job satisfaction I employee Yes, it is reward. I am a way to increase job satisfaction I am an employee I am with I pay attention to I reward I or I reward I for my employee. I Dapat I is concluded that I reward is a form of reward I give to an employee I am a good person to get a certain achievement I am useful I for the company or organization I in the form of financial or non-financial I in the framework I improve the motivation of the employee I motivation and commitment I I can influence the employee I for doing more I am better, I so that I have competition I am positive I between I employee I (Busro Muhammad 2018)

Besides I reward, I'm not going to pay attention to the incentives I'm giving to employees, I'm going to affect my job satisfaction I'm going to

be an employee. **Incentive is an additional reward given to a specific employee's achievement above the achievement standard.** Incentive is used as a supporting principle of justice in compensation (Farida and Hartono 2016:10).

According to Hasibuan (2006:118) Incentive is all income in the form of money, direct or indirect received by an employee as a reward for his achievement. Incentive is an award in the form of giving

PT. I'm a company manufacturing goat libuibu with lingling libuibu with lingling's itawa. IPT. I have a manufacturing plant in Tegallire as an office in the company, and in the village of Karangwuluh, I observe the situation in Tegallire, As a place of processing, I'm a goat, itawa, I'm a mother.

Reasons for Choice IPT. I'm going to make an object of research why the phenomenon of employee incentive in the workplace, Yes, I'm an employee and how many employees who do not get an award. In reality, what happens is that it's where the employee's work is low, but I'm still accomplished. I'm stating that I'm going to have a lack of work morale. Employees I'm going to have to improve my work. I'm

rewarding and I am having an effect on my job satisfaction I'm going to have an effect on my job satisfaction.

In addition to the reasons above, a development career employee also has a phenomenon employee less passion to work because too saturated with placement work that I don't use a system of rolling, where development career I include in the job training and off the job training, where in the job training has some indicators including training, development, rolling and coaching (Sangadji, 2018: 147) Where the company must run the training and the screening of the work placement of the employees of the employees I do not feel the saturation with the work of the workers I only with the one place.

By paying attention to job satisfaction employee yang optimal yield output optimal, conversely job satisfaction employee less optimal output produced employee less optimal output produced employee less optimal also. A pun reward yang given employee yang work good every year I I year I I get bonus one time a year and certificate award every month for IIBEST employee (*crew of the month*) in the month.

As for the opinion, according to me Hasibuan (2005: 184-185) Type I—

Itypes incentives terdibagi menjadi dua, yaitu: Incentive material, incentive nonmaterial, dan social incentive.

Non-Material Incentives atau Stimulants yang diberikan kepada karyawan berbentuk penghargaan yang didasarkan pada prestasi kerjanya, seperti piagam, piata, atau medali. Incentives atau stimulators yang diberikan kepada karyawan berdasarkan prestasi kerjanya, berbentuk fasilitas, dan kesempatan untuk mengembangkan kemampuan, seperti promosi, mengikuti pendidikan, atau lainnya. Incentives diberikan kepada karyawan berdasarkan kinerja kerjanya, berbentuk insentif dan penghargaan kepada karyawan.

Dengan memperhatikan Reward dan Incentives yang sesuai kepada karyawan akan berpengaruh pada kepuasan kerja karyawan, sehingga memperhatikan pengembangan karir karyawan untuk promosi karyawan akan berpengaruh pada kepuasan kerja karyawan.

Job satisfaction adalah perbandingan antara hasil yang diperoleh dengan hasil yang diharapkan. Jika hasil yang diperoleh dibandingkan dengan hasil yang diharapkan, maka akan timbul kepuasan karyawan, dan sebaliknya, jika hasil yang diperoleh dibandingkan dengan hasil yang diharapkan, maka akan timbul ketidakpuasan kerja karyawan (Busro dan Muhammad, 2018). Tingkat kepuasan kerja karyawan akan berpengaruh pada kemampuan perusahaan untuk mencapai target dengan mudah.

Berdasarkan latar belakang masalah di atas, maka peneliti tertarik untuk melakukan penelitian dengan judul

"Influence of Technological Development Academic, *Intellectual*, Intellectual

PROBLEM FORMULATION

1. Does career development affect job satisfaction?IHaltIManufakturISentosaITegall?
2. Does reward affect job satisfaction?IHaltIManufakturISentosaITegall?
3. Does the incentive affect the job satisfaction of the employees of the HEI.IHaltIManufakturISentosaITegall?
4. Is it CareerDevelopment,Reward,Incentives EffectJobSatisfactionEmployeesIPT.IHaltIManufakturISentosaITegall?

THEORETICAL FOUNDATION

SatisfactionWork

Robbins I (2008)I declare, that I am satisfied with my workI am a person, that I am satisfied with my work, that I am a person, that I am a person, that I am a worker, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person, that I am a worker, that I am a person,

Job satisfaction I is a comparison between the results I obtained and the results I expected. I Semakin big I results I yang I obtained I compared I with I results I yang I expected, I maka I seisemating I satisfaction I employee I, I dan I vice versa. I Semakin I small I result I yang I obtained I compared I with I results I yang I expected, I maka I se I segetting I lower I pula I satisfaction I employee I employee I (Busro I Muhammad, I 2018: I 1 I 4).

DevelopmentCurriculum

Pengembangan dilakukan individu dalam melakukan peningkatan yang bertujuan pemenuhan rencana kerja berdasarkan jalur atau jenjang organisasi atau perusahaan departemen personalia dalam mencapai target rencana karir (Sabrina 2021:143).

Career individual includes the entire position, I'm a job you have potential for long period work good in one or more organization or company. I agree they are an employee, position, I'm important, I'm important, I'm going to be, I want high, high, I'm suitable, I'm in a position I'm in, I'm going to be a person (Sabrina 2021).

According to Komang (2012) Career Development Activities Personal Personal In Realizing Career Plan Accompanying Tasks Part Personal In Executing Work Plan Suited to path or level, it has concluded.

Career Development is a Vertical Development include Position, Appointment, Education, Assignment, Assignment, Assignment (Busro Muhammad 2018).

Reward

Reward is a stimulus or motivation to improve a person's performance in general, such as incentives, incentives, bonuses, bonuses, and Compensation (Riva'I, I2004:269).

RewardsI also getI understandI as formIrewardsIyangI give to employeesIyangImampuI get certain achievementsIyangI benefitIfor the companyI in the formIfinancial or non-financialIin the frameI improve the spirit,I motivation,I komitmenI employee,I danImampuI influence I otherI for I yangI betterI more,I setoI occurrenceI competitionI yangI positiveI betweenI employeeI (BusroIMuhammad,I2018:318).

IpemberianI rewardI yangI effectiveI is IpembryoianI incentiveI danI support,I becauseI resultI yangI goodI imityI imityI amI incommensurateI effectiveI comparableI waitI WhenI whenI BonusI endI yearI whenI allI WorkersI penereceiveI (BusroIMuhammadI2018).

Reward No, I should be in the form of luangI, but I get I, I also get I, I am in the form of Ipei, Ipiagam, I, Itropi, Ifandel, Ikeke, Promotion, I, I, I,

Incentive

Incentives are additional I'm an additional IsaI's reward I'm given to a specific employeeI's achievement I's above the standard

achievement. Incentive is a tool used in Supporting Principles of Justice in Compensation (Farida and Hartono 2016).

According to Iandoko (2002:176), I declare that the definition of incentive is a stimulus I offer to the employee I to carry out the work I am in accordance with or I am more high than the standard I am to the standard I am set in. I make high Achievement Employee make should company also give more rewards to my employees.

According to the Incentive (2002:93) Incentive is the compensation I associate the salary with the productivity, the incentive is the reward I give to them I get I work I exceed the standard I I have determined.

According to IHasibuan (2006:118) Incentive is all income I form I, I am direct or I am not direct I I am received I am an employee as a reward I on I who is given I am an organization or a company.

With this, the incentive is I is the motivation I am the motivation I am in the form of money, I because I am the motivation of the employee.

METHODOLOGY

In research, the method of Iyang Iakan is used, yes, the quantitative method. I'm a quantitative research, I'm a population, I'm taken, I'm a total of employees, I'm a total of I'm going to be a total of employees I'm going to be a total of I'm going to be a total of employees I'm going to be in total I'm total 36 people. I Dalam I'm going to be using I'm going to be a research I'm going to be a research I'm going to be a lot of

employees I'm going to be going to be a IP I'm going to be a PERSON's
 going to be a PERSON's ID's research's I'm going to be a '
 I Nonprobability Isampling Is technique Isampling I In I Given I Probability/
 Opportunity Isama I share I Elements I member I population I for I selected I to
 be I sampel. I Tek I picking I sampel I yang I used I sampling I saturated I technique I s
 ampel I swatu I technique I sampel I swatu I determination I sampel I all I member I p
 opulation I used I sampel I total I 36 I employee. I Metode I data collection I I using
 I questionnaire I and I method I data analysis I data I is carried out with I using
 I method I successive I interval I (MSI), I uji I Validity, I uji I Iiability, I uji I Assumptio
 n I classic, I dan I testing I hypothesis I using I analysis I regression I linear I beridoub
 le I with I alat I help I SPSS program.

In the research, the test is partial, or the determination of the
 parameter is used to measure the effect of the variable I is free on the
 variable I bound. I Uji I partial I used to test I to answer I question I hypothesis I
 was right. I Uji I statistics I basically I show how far I affect I, I variable I'm
 explanatory I how I individual I'm in I explain I'm related variables I'm in, I'm
 going to test I'm significant I of I koefisien I relation I i obtained, I'm going to
 use I uji I F. I koefisiensi I determination I I use I to I to state I'm big or
 small I I contribution I's

development, I Reward, I dan I Incentives I Terface I Satisfaction I K work Aryawa
 n I Pada I PT. I Halt I Manufaktur I Sentosa I Tegal. Experiments I to know the
 relationships I Functional I between I Variables I independent I way together I to
 the variable I dependen I researcher I use I linier Analysis I multiple.

HASIL DAN DISCUSSION

PTIHaltIManufakturISentosaITegali is a
companyIyangImovingIfieldIindustryIprocessingImilkIgoatIbebeisdrinkin
gIpowder.IDěñīñī productionYes, I'm milk, I'm a goat, I'm an
originalIdanI'm milk, I'm a goat, I'm a goat, I'm a goat,

IPT. I'm a ParentIentosaIGrupI:I

- a. PT.IDadiIMakmurISentosaIberidiI
2001,ImovIdifieldImecanicalIdanIelectricalIengineeringIcontactorIda
nImerupaknIParent CompanyISentosaIGrup.
- b. PT.IMitraILampungISentosa,IbergerakIdifieldIdeveloperIdanIIIIIIIIIIc
onstruction.I
- c. PT.INutrinIIndoISentosa,IBergerakIdifieldIproductionIPOCIIliquidIBr
andIHaPe.I

PT.I'm going to make a lot of moneyI'm going to go to the
hospitalI'm going to have to go to the hospitalI'm going to have to go to the
hospitalI'm going to have to go to the hospitalI'm going to have to go to the
hospitalI'm going to have to go to the hospitalI'm going to have to go to the
hospitalI'm going to have a lot of moneyI'm going to have a lot of moneyI'm
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of moneyI'm going to have a lot of moneyI'm going to have a lot of
moneyI'm going to have a lot of moneyI'm going to have a lot of moneyI'm
going to have a lot of moneyI'm going to go to the cityI'm going to make I'm
going to go to the cityI'm going to make I'm going to go to the hospital.I'm
going to make I'm going to go to the hospital.I'm going to go to the
hospitalI'm going to have to go to the hospital,I'm going to go to the
hospital,I'm going to go to the hospital,I'm going to go to the hospital,I'm
going to go to the hospital,I'm going to go to the hospital,I'm going to go to
the hospital,I'm going to go to the hospital,I'm going to go to the hospital,I'm
,I'makaIPT.IHaltIManufakturISentosaITegall change
itIdariIcairIkeIbubuk.ISementaraIproductI'the superior
productIisImilkIgoatIlibubukIplusIkolostrumIdanIfor the
futureIcompanyIcanI develop IlagiIwithIdiIvarian.

Test IV validity

Table I1
Test IV validity

No.IPerstatement	rcalculate	Table	Information
VariablesSatisfactionof PerformanceI(Y)			
ItemI1	0.762	0,361	Valid
ItemI2	0,567	0,361	Valid
ItemI3	0,622	0,361	Valid
ItemI4	0,626	0,361	Valid
ItemI5	0,645	0,361	Valid
ItemI6	0,671	0,361	Valid
ItemI7	0,510	0,361	Valid
ItemI8	0,665	0,361	Valid
ItemI9	0,453	0,361	Valid
ItemI10	0,435	0,361	Valid
VariablesDevelopmentIKarirI(X1)			
ItemI1	0,472	0,361	Valid
ItemI2	0,667	0,361	Valid
ItemI3	0,829	0,361	Valid
ItemI4	0,843	0,361	Valid
ItemI5	0,763	0,361	Valid
ItemI6	0,788	0,361	Valid
ItemI7	0,907	0,361	Valid
ItemI8	0,745	0,361	Valid

No.IPerstatement	rcalculate	Table	Information
ItemI9	0,906	0,361	Valid
ItemI10	0,686	0,361	Valid
VariableIRewardI(X2)			
ItemI1	0,700	0,361	Valid
ItemI2	0,782	0,361	Valid
ItemI3	0,620	0,361	Valid
ItemI4	0,719	0,361	Valid
ItemI5	0,759	0,361	Valid
ItemI6	0,852	0,361	Valid
ItemI7	0,866	0,361	Valid
ItemI8	0,891	0,361	Valid
ItemI9	0,878	0,361	Valid
ItemI10	0,699	0,361	Valid
Variable I(X3)			
ItemI1	0,701	0,361	Valid
ItemI2	0,813	0,361	Valid
ItemI3	0,734	0,361	Valid
ItemI4	0,764	0,361	Valid
ItemI5	0,593	0,361	Valid
ItemI6	0,662	0,361	Valid
ItemI7	0,790	0,361	Valid
ItemI8	0,732	0,361	Valid
ItemI9	0,644	0,361	Valid

No.	Perstatement	rcalculate	Table	Information
	Item10	0,638	0,361	Valid

Source: Data diolah oleh SPSS 25 (2023)

From Results Validity Testing variables, it is known that the statements in the questionnaire are invalid because the calculation of the magnitude of 0.361. In getting the conclusions, overall, it is a statement variable's Development, Reward, and incentives. The satisfaction of performance is a PT. Hal Manufacturing Sentosa that is used in research. It is stated that it is not feasible to use in research.

Test Reliability

Table I2

Test Reliability

Variable	Cronbach's Alpha	No of Items
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Satisfaction Work	0,807	10
Development Curriculum	0,905	10
Reward	0,928	10
Incentive	0,900	10

Source: Data Diolah Oleh SPSS I251 (2023)

From Results Calculation Reliability Variable Productivity Work, Environment Performance, Motivation Performance known Cronbach's Alpha 0,807, 0,905, 0,928, and 0,900 > 0,7. It can be concluded that the questionnaire variable work satisfaction, development, reward, and incentive is reliable and can be used for research.

Methodology Analysis Data

1. Method Successive Interval

In this research, the results of the questionnaire answers, the use of the Equal Scale, the Equal Rate, the Coordinate Data. It can be changed to Interval. The method I change the scale to the Interval scale the measure the Coordinate to the Interval. It is the method to change the Interval to the Interval going to change the Interval to be the 'Interval' and Interval to be the 'Interval' and Interval to be the 'Interval' (Ghozali, 2018). In data processing, the researcher used additional instrument (*Add-ins*) in Microsoft Excel.

2. Test Assumption

a. Test Normality

Anomaly test can be used to test data in research distribution normal or not. Uji yang used in research ini is statistics with Kolmogorov-Smirnov.

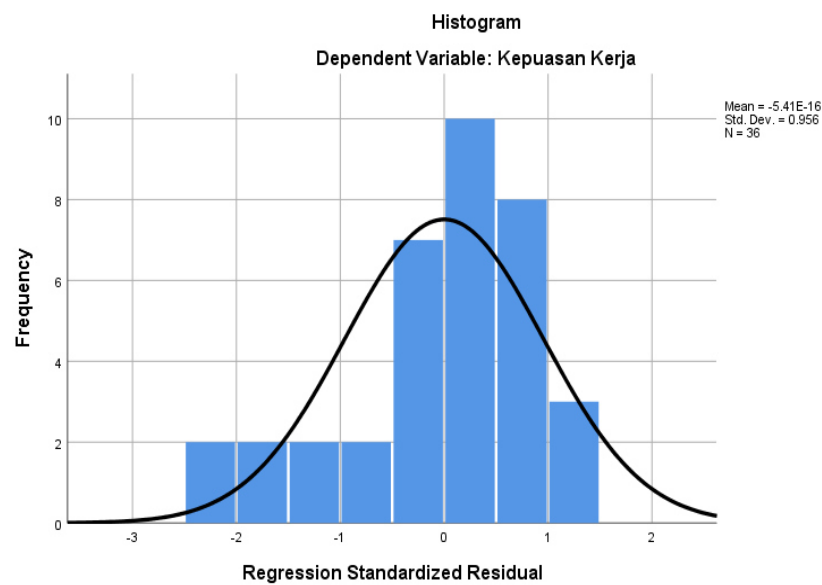


Figure 11
Graph of Histogram Uji Normality (2023)

Based on the graph histogram uji normality data residual I can see that data I form a curve, with I, I can be stated data residual is normal, I, I, I plot of regression standardized I stated in the following figure:

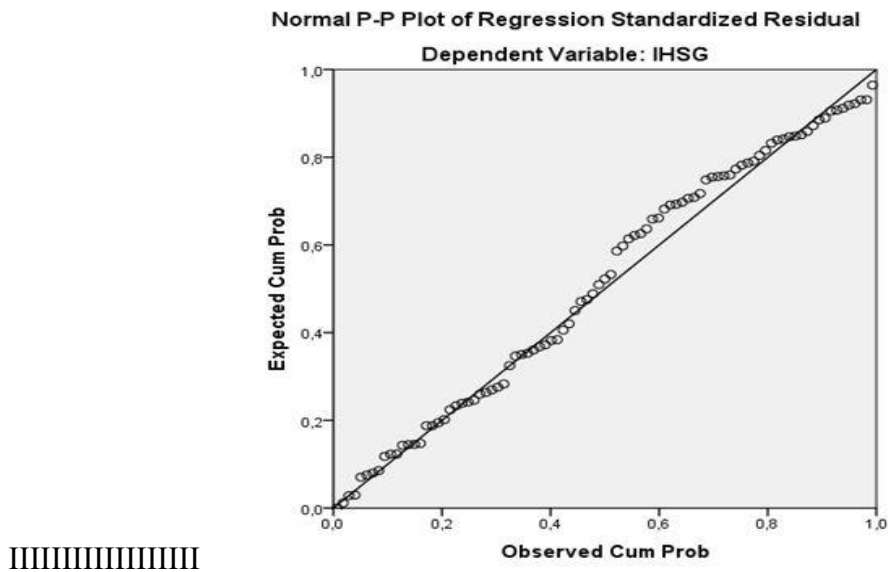


Figure I2
GrafikINormalIPlot_P-PIPlotIOfIRegressionIUjiINormalitasI(2023)

From the HistogramIdi,IdapatIdisimpulkanIbahwaIresidualIdataIberdistribusiInor malIkarenaIgrafikItersebutIberbentukIloncengIdemikianIjugaIdenganIgra fikInormalIPI–PIplotIOfIRegressionIstandardizedIresidualI show that IplotIdataI spreads around Idan I follow IlineIdiagonal.IDisinferriIthat IregressionImeet Inormality.

Table I4.I1I
Anomaly TestIKolmogrov-Smirnov

One-SampleIKolmogorov-Smirnov ITest		
		Unstandardiz edIResidual
N		36
NormalIParametersa,b	Mean	.0000000
	Std.IDeviation	3.88715683
MostIExtremeIDifferences	Absolute	.131
	Positive	.083

	Negative	-.131
Test Statistic		.131
Asymp. Sig. (2-tailed)		.122 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Data diolah oleh SPSS 25 (2023)

Based on the results of the output of the data processor Uji normality with the use of the formula of the formula of the *Smirnov-Itest* as *Interteral pada tabel di above*, maka didi obtained inilai Asymp. Sig (2-tailed) sebesar 0.122 or more of 0.05 seto dapat in Induc that data yang test normal distribution.

b. Test of Multicollinearity

Test of multicollinearity I aim to test whether I in the model I regression I found the result of the product of the relationship between the variables I am independent I (independent). I'm going to say I'm good I'm not going to happen I're going to have an I'm different I'm independent, I'm not going to be a multicollinearity I can be seen I'm going to be a value I tolerance I'm going to be the opponent I's, I'm going to be a Variance I' < I'm going to be a Guy I' I'm going to be a Tolerance I > I'm going to be a multicollinearity.

Table 4.1 Uji Multikolinearity

Type	Collinearity Statistics	
	Tolerance	VIF
Development Curriculum	0,875	1,143
Reward	0,864	1,158
Incentive	0,986	1,015

a. Dependent Variables Job Satisfaction Work

Source: Output SPSS 25 (2023)

1

$1,667 < 1,968 < 2,333$, maka dapat disimpulkan bahwa nilai korelasi negatif.

3. Analisis Regresi Linier Berganda

Analisis Regresi Linier Berganda digunakan untuk penelitian yang memiliki lebih dari satu variabel bebas. Analisis ini bertujuan untuk mengetahui seberapa besar pengaruh variabel bebas terhadap variabel terikat.

Table 6
Hasil Analisis Regresi Linier Berganda

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.262	2.271		6.281	.000
	Development Curriculum	.093	.030	.186	3.114	.004
	Reward	.212	.045	.374	4.770	.000
	Incentive	.355	.043	.643	8.291	.000

a. Dependent Variable: Satisfaction

Source: Output SPSS 25 (2023)

Berdasarkan hasil perhitungan analisis regresi linier berganda dengan menggunakan program SPSS, diperoleh persamaan regresi sebagai berikut:

$$Y = 14,262 + 0,093X_1 + 0,212X_2 + 0,355X_3$$

Dari model regresi di atas, dapat diinterpretasikan bahwa:

- a. Constant 14,262: Artinya,

Results

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.262	2.271		6.281	.000
	Development Curriculum	.093	.030	.186	3.114	.004
	Reward	.212	.045	.374	4.770	.000
	Incentive	.355	.043	.643	8.291	.000
a. Dependent Variable: Satisfaction						

Source: Output SPSS 25 (2023)

Based on the data, I have obtained the following conclusions:

- 1) Variable Development (X1) has a significant value $0.004 < 0.05$, meaning Variable Development affects Satisfaction.
- 2) Variable Reward (X2) has a significant value $0.000 < 0.05$, meaning Variable Reward influences Satisfaction.
- 3) Variable Incentive (X3) has a significant value $0.000 < 0.05$, which means that the variable Incentive has an effect on the variable Satisfaction.

b. Test IF

The IFI test is basically shows whether all independent variables or independent variables are input into the model. I have an effect on the dependent variable. I'm using I'm using I'm using I's statistics I'm taking a decision, I'm Ijika's

value signification > 0.005 maka H_1 I'm rejected, jika < 0.005 I'm accepted. I'm accepted. I'm accepted. I's criteria I'm accepted, I'm rejected. I's hypothesis I's as follows:

Table 8
Results of Uji F

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	144.449	3	48.150	91.378	.000b
	Residual	16.862	32	.527		
	Total	161.311	35			
a. Dependent Variable: Satisfaction						
b. Predictors: (Constant), Incentive, Reward, Pendampingan Kerja						

Source: Output SPSS 25 (2023)

Results of Testing Hypothesis Development (X1), Reward (X2), Incentive (X3) to the work of Employees PT. Halmaman Sentosa Tegall is significant, this is proved with the value of 91.378, with $p < 0.000$. Thus, (X1), Reward (X2), Incentive (X3) have an influence on the satisfaction of the work.

5. Coefficient of Determination

The magnitude of the Ideology (R^2) I get from I squares the Electricity Factor I (R^2). Semakin banyak makin kuat hubungan antar variabel yang satu dengan variabel lainnya. Ini menunjukkan seberapa kuat hubungan antara variabel bebas dengan variabel terikat. Nilai koefisien yang dihasilkan menunjukkan seberapa kuat hubungan antara variabel bebas dengan variabel terikat. Nilai koefisien yang dihasilkan menunjukkan seberapa kuat hubungan antara variabel bebas dengan variabel terikat.

Table 19
Inequality Factor

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.946a	.895	.886	.72590
a. Predictors: (Constant), Incentive, Reward, Employee Development, Career				

Source: Output SPSS 25 (2023)

If the coefficient of determination (R^2) is used to measure how much variability in the dependent variable can be explained by the independent variables, the calculation of the R^2 value is 0.895, meaning that 89.5% of the variability in the dependent variable is explained by the independent variables (X1, X2, X3). This shows the level of the strong influence, while the remaining 10.5% is caused by other factors in the research.

Discussion

1. Influence of Employee Development on Employee Performance Satisfaction

Testing II Hypothesis I aim to analyze the influence of the development of the AI on the satisfaction of the employee's performance. The research

3. There is an Influence of Positive Incentives on Students' SatisfactionStudents' Performance.IHaltIManufakturISentosaITegal.IHalIdiprovedIdiSignificantvalueI0.000I<I0.05.
4. There are positive influences of IKarir, IReward, IdanIIncentiveSimultaneous Approach to IKiSatisfactionIKworkIPT.HaltIManufakturISentosaITegal.The Ihall, proved, obtained, the value of I, is significant, I0.000I<I0.05

Suggestion

After I have done the research, I have analyzed the data and formulated the conclusions of the results of the research I have done for the purposes of the Imaginary and the considerations.

1. For IPT.IHaltIManufakturISentosaITegal.

a. Management

For the company, it is better to improve the development of the company, with the way to carry out training, development, coaching, and work for employees.

b. Leader

For the company, it is better to increase the IReward, I by the way I give the reward I have more and I am in accordance with the work, I am the employee I am more enthusiastic in my work.

c. Employee

For the company, it is better to increase the incentives, by giving bonuses and allowances to the employees.

I

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