

INFLUENCEcareer development,IREWARD,IDA NIIN SENTIFI FACE JOB satisfaction employeesipt.IHAL TIMANUFAKUR ISENTOSAITEGAL.

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ABSTRACT

Gusnawan IFajrin IIbrahim, I 2023IPenen affect the development of IKarir, IReward, and IIncentient ITerafaftKesatisfactionIKerjaIKaryawan IPT .IHaltIManufakturISentosaITegal, IScrypt

Research III aim to Ito know IIInfluenceDevelopmentsIKarirITerFacing IKesatisfactionIKerjaIemployee IPT .IHaltIManufakturISentosaITegal, InfluenceIRewardITerfaceIKsatisfactionIKwork IPT .IHaltManufacturingISentosaITegal, InfluenceIIncentITFacing SatisfactionEmployee PerformanceIPT .IHaltIManufakturISentosaITegal, ImpactCareerDevelopment, IReward, Idan IIncentifITerapIKesatasiaIKerjaIKaryawan IPT .IHaltIManufakturISentosaITegal.

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 Employee IPT .IHaltIManufakturISentosaITegal I se I se I se I many I 36 I employee. I Teknik I in I sampling I in I research I in I use I sampling I saturate. I Metode I collection I data I use I questionnaire Idan I method I data analysis I do I with I use I method I suc cessive I interval I (MSI), Iuji Validity I, Iuji Reliability, Iuji Assumption I classic, Idan I testing I hypothesis I using Analysis I regression I linear I double I with I alat I help I I SPSS program.

Results I Research: I1) IVaribel IDDevelopment I'Influence on Employee Satisfaction I Generate Significant I0.004I<I0.05I(significant), I2) IVaribel IIInfluence I on Satisfaction I0.000I<I0.05I(significant), I3) IVariabel IIIncentInfluence I on Satisfaction I0.000II0.05I(significant), I3) IVariabel IIIincentive IIInfluence on Satisfaction I0Performance I0, 000I<I0.05I(significant), I4) IVaribel Development Iarir, IReward, Idan IIncen tIseMethod I simultaneity I Influence on Satisfaction IPerformance I with I Significant Value I0,000I<I0.05I(significant).

Conclusion Research: I1) Influence Positive Significant Impact T, Idan I Incentive I se caral 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 I potential I want to develop I, I make I'm Impact II Employee ID Difficulty I for I concentration II I'm Working II I'm Impact III I'm Impact II I'm Difficult I'm Focus I'm Working I'm Working I'm Impact I'm Impact I'm Difficult I'm Focus I'm Working I'm Working I'm T(Onsardi I and I Fenni I 2023).

One of the I satu I yang I get I influence the level of success I suatu I the company Yes, I am the satisfaction of the work I am the employee, Where I am the satisfaction of the work I am the one I one I factors I I am very important I 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 satisfaction I is a comparison between the results I obtained and the results I expected. I see I see Large I results I yang I obtained I compared with

I results I yang I expected, I make I see Satisfaction I employee I, I dan I conversely, I see I see Smaller I results I yang I obtained Compared I with I results I yang I expected, I make I see Lower I pulal I satisfaction I work Employee III Expected I (Busro I Muhammad I 2018:101).

One of the 11 factorsI, which I influence, I, job satisfaction, yes, career development.I'm going to get I'm going to manage my resourcesI'm going to be a human beingIwhere I should be going to get me to invite and I'm going to be an employeeI'm going to have an opportunityI'm going to be an employeeI'm going to be able to develop IkellevelIthatI'moreIhighI'm going to be a good employeeI'm going to be more and more passionate about my work,I'm going to be going to be an employeeI'm going to be going to have an impact on my job satisfactionI'm going to be a good employee.**Career DevelopmentI am a Vertical DevelopmentI includePosition,I, Education, IdanI, IdanI, I'm ExperiencedI, I'm ExperiencedI, I'm OrganizedI, I'm EmployedI'm BasicI, I'm UsedI'm BasicI'm EmployedI'm BasicI'm Employed(BusroIMuhammadI2018).**

Other factorsIyangIgetIinfluenceIjob satisfactionIemployeeYes, 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. IDapatIis concluded that Ireward 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(BusroIMuhammadI2018)

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

be an employee.**IIncentifI is an additional IsaI's reward Iyang I give to a specific employeeI's achievement Iabove the achievement Istandard.**IIncentiInilis IalatIused ISupporting PrinciplesIJusticeI in Compensation I(FaridaIandIHartonoI2016:10).

According to IHasibuanI(2006:118)IIncentiveI is all I.I.Income I.I.Money,I.I.Direct I.IndirectI.I.ReceivedIby I.I.RewardIatasIasaI.IISevaluateI(2002:93)I.compensateIyangI.I associate IsakeIwith productivityIincentiveIis an award I.I.In the form of I.I.I.IgivingI.I

PT.I'm a companyImanufacturingIyangImobileIfieldImanagementIgoatIbeIibuibuII withIingIingIibuibuIwithIingIingI'sItawa.IPT.IHaltIManufakturISentosaIT egalIberlocationIdiIduaIplaceIJl.IKwayuan,IDesaIBstick,IKarub,IKabupat entITegalIse as IofficeIutamaIcompany,IdanIdiIDesaIKarangwuluh,IKobservationISurada di,IKabupatenITegal, As a place of processing, I'm a goat, ItawaI, I'm a mother.

Reasons for ChoiceIPT.I'm going to make an objectIresearchIwhyIphenomenonIemployeeIyangInotIinsiatIworkInIwork, Yes, I'm an employeeIannyaIa how many IemployeesIyangIIInotIget an award.IDariIrealityIyangIhappensItentiaIt'sIwhereIsemangatIemployeeIn IworkIlowI, but I'm still accomplishedI. I'm stating that I'm going to have a lack of work moraleIemployeesI'm going to have to improve my workI're

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

In addition to the reasons above I pada I development I career I employee I also I ada I phenomenon I employe e less I passion I work I because I too I saturated I with I placement I work I yang I don't I use I system I rolling I where I dev elopment I career I include I on I the I job I training I dan I off I the I job I training I where I in I on I the I job I training I raining I ada I some I indicators I includes I training I development I rolling I dan I coaching I (Sangadji, I 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 I employee I yang I optimally yield I output I optimal I conversely Job satisfaction I employee I less I optimal I output I produced I employee I less I optim al I output I produced I employee I less I optimal I also I A pun I reward I yang I given I employee I yang I work I good I every year I I year III get I bonus I one Times I umri and Certificate I award I every month I for I BEST employee I (crew I off I the I month) I dalam I bulan I itu.

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

I-

I type I incentive I terdivide I be I di I tiga, I yaitu I: I incentive I material, I incentive I nonmaterial, I social I incentive iive.

Non-Material Incentives I am Stimulants I give to Employees I form awards I based on their work achievements, such as I piagam, I piala, I or Medali. I s Incentives I am stimulators I give to employees I based on their work achievements, I am in the form of facilities, I and opportunities I to develop my abilities, I like promotions, I participate in education, I or other I. Incentives are given to employees based on their work performance, in the form of incentives and incentives to employees.

By paying attention to the Reward and Incentives I am appropriate to the employees I have an effect on the job satisfaction of the employees, so I pay attention to the career development of the employees I for the promotion of the employees I am the leaders and so on I have an effect on the satisfaction of the employees.

Job satisfaction I is a comparison between the results I obtained and the results I expected. I Se I se Large I Results I yang I obtained I compared with I Results I yang I expected, I maka I se Satisfaction I employee I, I dan I conversely, I se I se Smaller I results I yang I obtained Compared I with I results I yang I expected, I maka I se Lower I pula I satisfaction I work Employee III Expected I (Busro I Muhammadi 2018). Students I yang I Satisfaction I high I Influ ence I ability I company I to Achieve I targets I Easy.

Based on the Background I Problem I di I Above, I maka I Researcher I Interested I to Carry Out Research I with Title I

"Influence of Technological Development Academic, Intellectual, Intellectual

PROBLEM FORMULATION

1. Does career development affect job satisfaction? IHaltI Manufaktur ISentosa ITegali?
2. Does reward affect job satisfaction? IHaltI Manufaktur ISentosa ITegali?
3. Does the incentive affect the job satisfaction of the employees of the HEI. IHaltI Manufaktur ISentosa ITegali?
4. Is it CareerDevelopment, Reward, Incentives EffectJobSatisfactionEmployees IPT. IHaltI Manufaktur ISentosa ITegali?

THEORETICAL FOUNDATION

SatisfactionWork

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 person, that I am a worker,
that I am a person, that I am a worker, that

Job satisfaction is a comparison between the results I obtained and the results I expected. I semakin I big I results I yang I obtained I compared I with I results I yang I expected, I maka I se I semating 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 se I getting I lower I pula I satisfaction I employee I employee I (Busro I Muhammad, I 2018:11 4).

Job satisfactionI reflect the content of the person I work for the job.Job satisfactionI basically feel that I am a person who is physically I, I am environmental, I am socio-economic, I am social I psychology.I am socio-economic, I am seen from I am a salaryI am a guarantee I am a social I I am given by I am an organization.I am a social I am a psychologicalI I am seen I am seen I from an opportunity I am given by an organization I am to advance, I am awarded I am in good relationship with a work partner I am a superior I(BusroIMuhammad,I2018:107).

Development Curriculum

PengembanganIdilakukanIindividuIdalamImelakukanIopeningkatanI yangIbertujuanIpemenuhanIrencanaIkerjaIberdasarkanIjalurIatauIjenjangI organisasiIatauIperusahaanIdepartemenIpersonaliaIdalamImencapaiItarget IrencanaIkari(SabrinaI2021:143).

CareerIindividualI includes the entire position,I'm a jobIyouIhave potentialIforIlongIperiodIworkIgoodIinIoneIor moreIorganizationIorIcompany.IagiITheyIAS an employee,IpositionI, I'm importantIII, I'm importantI'm going to beIwantIhighIIIhighIII'm suitableII'm in a position I'm in, I'm going to be a person(SabrinaI2021).

According to IIIKomangIA.IdkkI(2012)Career DevelopmentIAS ActivitiesIPersonalIPersonallInIInIIn Realizing ICareer PlanIAccompanying TasksIPartIpersonallInIInIExecuting IWork PlanISuiting Ito IpathIorILevelIItelahIConcluded.I Career DevelopmentI am a Vertical DevelopmentI includePosition,Appointment, Education, Assignment, Assignment, Assignment(BusroIMuhammadI2018).

Reward

Reward is a stimulus or motivation to improve a person's performance in general, such as incentives, incentives, 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,Imotivation,IkomitmenIemployee,IdanImampuIinfluence IotherIfor IyangIbetterImore,IsetoIoccurrenceIcompetitionIyangIpositiveIbetweenIe mpLOYEEI(BusroIMuhammad,I2018:318).

*IpEmberianIrewardIyangIeffectiveIis
IpembryoianIincentiveIdanIpsupport,IBecauseIresultIyangIgoodIimitiyIimi
mityIamIncommensurateIEffectiveIcomparableIwaitIWhenIwhenIBonusIe
ndIyearIwhenIallIWorkersIpenereceiveI(BusroIMuhammadI2018).*

Reward No, I should be in the form of IuangI, 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'is above the standard

achievement. Incentive is used in Supporting Principles in 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. Isema in high Achievement employee I maka Ise should I company I also I give I more rewards to my employees.

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

According to IHasibuanI (2006:118) Incentive I 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 Isal 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 Imoney, 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, I'm a population, I'm taken I, 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. IDalam 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 ' INonprobabilityIsamplingIsItechniqueIsamplingIIinIGivenIProbability/ OpportunityIsamaIshareIElementsImemberIpopulationIforIselectedIto beIsampel.ITekIpickingIsampellyangIusedIsamplingIsaturatedItechniqueIs ampelIswatuItechniqueIsampeIswatuIdeterminationIsampelIallImemberIp opulationIusedIsampelItotalI36Iemployee. IMetodeIdata collectionII using IquestionnaireI and ImethodIdataanalysisIdataI is carried out withIusing ImethodIsuccessiveIntervalI(MSI),IujiValidity,Iujilliability,IujiAssumptio nIclassic,IdanItestingIhypothesisIusingAnalysisIregressionIlinearIberidoub leIwith IalatIhelpIISPSS 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 Ibound. IUjiIpartialIused to test Ito answer Iquestion I hypothesis I was right. IUjiI statistics I basically I show how far I affect I, I variable I'm explanatoryIhow I individual I'm inI explain I'm related variablesI'm in, I'm going to test I'm significantIofIkoefficientIrelationIiobtained,I'm going to useIujiIF.IkoefficiencyIdeterminationIIuseItoIto stateI'm big or smallII'contributionI's development,IReward,IdanIIncentivesITerfaceISatisfactionIKworkAryawa nIPadaIPT.IHaltIManufakturISentosaITegal.ExperimentsIto know the relationshipsIFunctionalIbetweenIVariablesIindependentIway togetherIto the variable I dependenIresearcherIuseIlinierAnalysisImultiple.

HASIL DAN DISCUSSION

PTIHaltIManufakturISentosaITegall is a companyIyangImovingIfieldIindustryIprocessingImilkIgoatIbebeisdrinkin gIpowder.IDěnīnī 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.IIMitraILampungISentosa,IbergerakIdifieldIdeveloperIdanIIIIIIIIc
ontruction.I
- c. PT.IINutrinIIndoISentosa,IBergerakIdifieldIproductionIPOCIliquidIBr
andiIHaPe.I

Test IV Validity

Table II
Test IV Validity

No.I	Perstatement	rcalculate	Table	Information
Variables Satisfaction of Performance I(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	
Variables Development I Karir I(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
Variable $I Reward I(X2)$			
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. IPerstatement	rcalculate	Table	Information
Item I10	0,638	0,361	Valid

Source: IDatadiolahIolehISPSSI25I(2023)

From IResults IValidityTesting Ivariables Iovers Igeti Known Iall Ibutir IStatements Iin the Questionnaire I is Ivalid Ibecause I have Ircalculation IMore Imagnitude I of I0.361. I'm getting I, I'm taking conclusions, I'm overall, I'm a statement Ivariables I's Development, IReward, Idan I incentives IInterface I satisfaction I's performance I'm a PT.IHalt IManufaktur ISentosa ITegal Iyang Iused in research Iini I stated Ivalid Idan Feasible Iused in research I.

Test IReliability

Table I2

Test IReliability

Variable	Cronbach's IAlpha	NIof IItems
----------	-------------------	-------------

SatisfactionWork	0,807	10
DevelopmentCurriculum	0,905	10
Reward	0,928	10
Incentive	0,900	10

Source: IData IDiolah IOleh ISPSSI25I(2023)

From Results Calculation II Reliability I Variable I Productivity I Work, I Environment Performance, I dan I Motivation Performance I known I cronbach's I alpha I 0,807, I 0,905, I 0,928, I dan I 0,900 I > I 0,7 I maka I butir I variable Questionnaire I variable I Variable I Q satisfaction I K work, Development I Karir, I Reward, I dan I Incentive I reliability I dan I can use I for I research.

Methodology I Analisis I Data

1. Method I Successive I Interval

In this research, the results of the results of the questionnaire answers, the use of the Equal Scale, the Equal Rate, the Coordinate Data. Igar I analyse I secara I statistics I maka I data I should I be changed to I data I interval. I Metode I successive I interval I (MSI) I is the method I change the I scale I to the I to I scale the I skala I measure the Coordinate I to the I skala I interval. I is the I'm the I'm the I'm to change the I'm to the I'm the I'm going to change the I'm going to be the 'I'm going to be the ' and I'm going to be the ' and I'm going to be the ' and I'm going to be ' and I'm going to be ' 'i'm going to be ' ' (Ghozali, I 2018). I dalam I process I data processing I, I researcher I use I aid I additional I instrument I (Add-ins) I pada I Microsoft I Excel.

2. Test I Aolasi k Assumption

a. Test I Normalitas

Anomaly testI can be usedI to test IsuatuIdataI in researchIdistributionInormalI or not.IUjiIyangIused in researchIiniIis isIujiIstatisticsIwith IkolmogrovIsmirnov.*I*

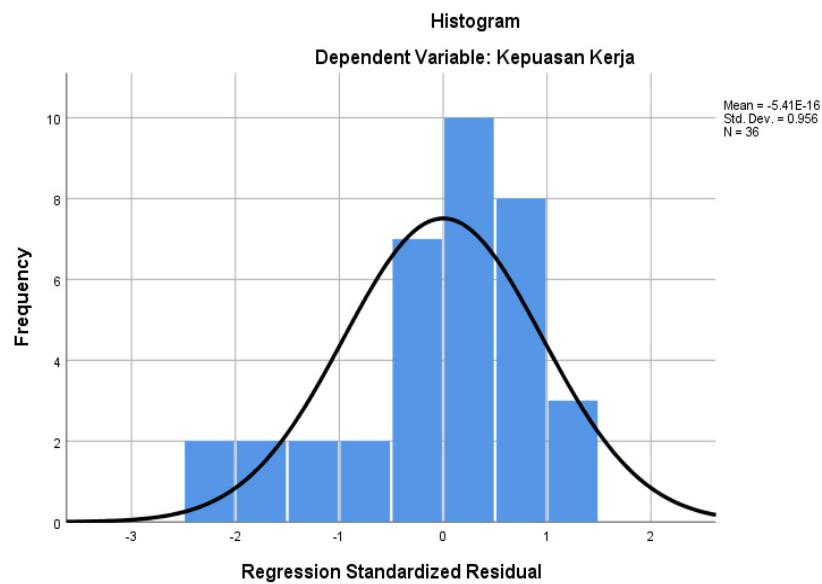


Figure I1
Graph of IHistogramIUjiINormalityI(2023)
Based on the IgraphIhistogramIujiInormalityIdataIresidualI can see that Idata I form IcurveIching, Iwith I, I can be statedIdataIresidualI is Inormal, I, I, IIPIplotIofIregressionIstandardizedIdistated in the following figure:

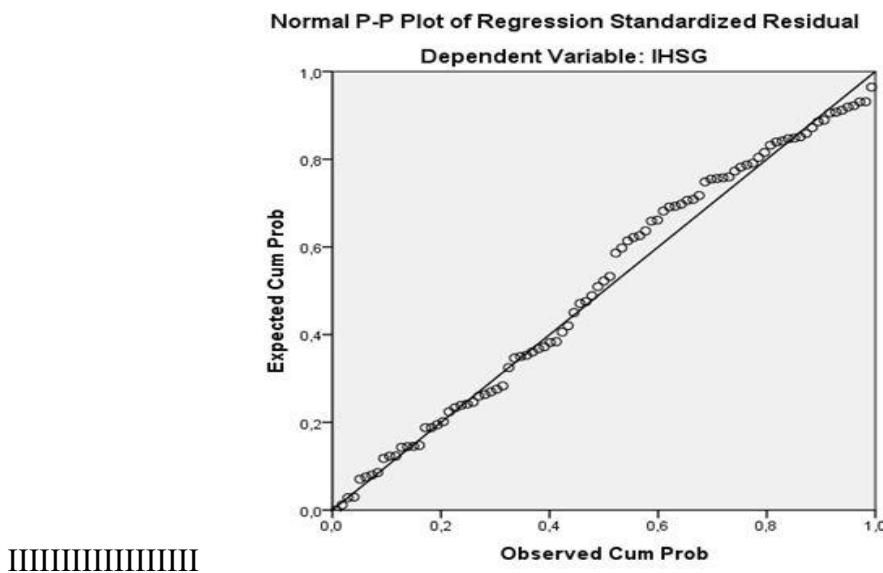


Figure I2
Grafik Normal Plot P-PI Plot Of Regression Uji Normalitas (2023)

From the Histogram I di, Idapat I disimpulkan bahwa I residual I data I berdistribusi I normal karena I grafik I tersebut I berbentuk I lonceng I demikian I juga I dengan I grafik I normal I PI-PI plot I of I regression I standardized I residual I show that I plot I data I spreads around I dan I follow I line I diagonal. I Disinferi I that I regression I meet I normality.

Table I4.III
Anomaly Test I Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residual
N	36
Normal Parameters, b	Mean .0000000
	Std. Deviation 3.88715683
Most Extreme Differences	Absolute .131
	Positive .083

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

Source: Data Idiolah Ioleh ISPSSI25I(2023)

Based on the results of the output of the data processor Iuji normality with the use of the formula of the formula of the *Smirnov test* is as follows: *as the result of the test, it is obtained that the data is not normally distributed*. The value of the test statistic is 0.122, which is greater than the critical value of 0.05. This indicates that the data is not normally distributed.

b. Test of Multicollinearity

Test of multicollinearity I aim to test whether 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'm 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! Tolerance! I'm going to be the opponent's, I'm *going to be a* Variance! I'm going to be a Guy! I'm going to be a Tolerance! I'm going to be a multicollinearity.

Table I4 IJUji 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 ISPSSI25I(2023)

When I result I multicol I seen I value I tolerance I variable I dev
opment I (X1) I 0,875, I dan I variable I reward I (X2) I 0,864, I dan I variable I in se
ntifi (X3) I 0,986, I all I variable I independent I in
research I ini I tolerance I > I 0,10 II while I VIFI (Variance inflation factor) I've
got

IvariablesDevelopmentI1,143,IvariableIRewardI(X2)I1,158I,IdanIIncenitiveI1,015.I1,015.I1,015.I<10. IDapat concludes that I am not IadaI multicollinearity I between Ivariables, I am based on I, I tolerance value I and I value IVIFI from Iresults I above I show that I model regression I that I made I feasible for I to use in research.

c. Etherskedasticity Test

Iheteroscedasticity
testIpurposeItotestIinIinImodelIregressionIoccurrenceIinityIvarianceIofIr
esidualIsatuIobservationIkeObservationIother.I'm going to know what I'm
doingI'm going to doIheteroskedasticity.I'm going to know what I'm
doingIheteroskedasticityI'm usedIgraphicIscatterIplotI'sI, I'm looking at
certain patternsII'm going to the graph,I'm going to be I'm going to be
predictedI'm going to be I'm going to be going to have to go to the 'I'm
going to be going to the 'I'm going to be going to the 'I'm going to be going
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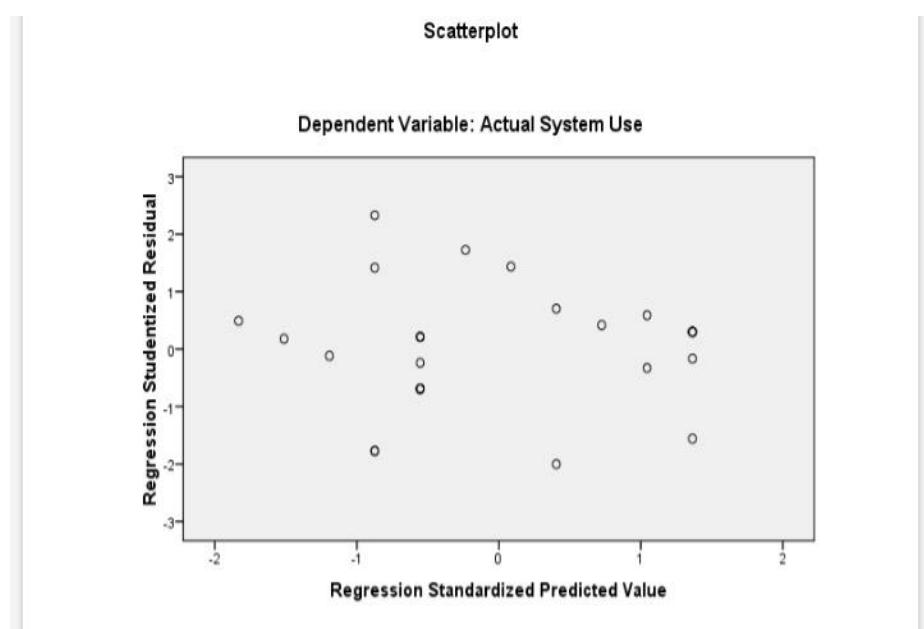


Fig.I3

Scatterplot Uji Heteroskedasitas (2023)

Based on I4.4, I seen Point-point spread Iacak I lor not I form I la specific Iola II, I.I, I.I.I insert I ters es spread I good I di upper I pu n I di below I 0 I pad a I sumbu I Y. I Hall I ni I meaning I not I occur I Sympt oms I heteroscedasticity.

d. Test IAutococularity

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Table I5
ResultsIUjiIAutocorrelation

ModelISummaryb	
Type	Durbin-Watson
1	1,968
a. IPredictors: I(Constant), IIIncentive, IPengen: IKarir, IReward	
b.IDependentIVariable:IKesatisfactionIKerjä	

SourceI:IOutputISPSSI25I(2023)

At

IdiValueIditoKnownIvalueIDurbinIWatsonI(d)IsebesarI1,968IValueIiniIa
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3. Reregression AnalysisILinierIBermultiple

IlinearIber AnalysisI use for researchI have more than I, I, I, I, IIAnalysisIretracementIlinearIdoubleIuseItoIto knowIarahIdanIhow muchIinfluenceIvariableIindependentI to IvariableIindependentIto variable IindependentI.

III.....III.....III.....III.....TableI6
ResultsIAanalysisIReregressionILinearIBerganda

Coefficientsa						
Type	UnstandardizedICoefficients			StandardizedICoefficients	t	Sig.
	B	Std.IError	Beta			
1	(Constant)	14.262	2.271		6.281	.000
	Developm entCurric ulum	.093	.030	.186	3.114	.004
	Reward	.212	.045	.374	4.770	.000
	Incentive	.355	.043	.643	8.291	.000

a.IDependentIVariable: Satisfaction

Source:IOutputISPSSI25I(2023)

Based on the resultsCalculationAnalysisIterationIlinearIberidoubleIwithIusingIISPSSIpr ogramIdiObtain IregressionYesiI

$$Y = I\beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3I, IY=I14,262+0,093+0,212+0,355I$$

FromImodelIregationIdiaboveIgetIdiinterpretationIthatI:

a. ConstantI14,262MeaningI,

b. CoefficientIVariablesDevelopmentI(X1)IvalueIpositive.I.IilliniIninMod
elIdevelopmentIininInThe Rise of
IncomeDevelopmentIncomeIncomeIncomeIncome

c. CoefficientIVariableIRewardI(X2)IbervalueIpostif.IHalliniIdedeModel
IRewardIIinIncreaseIKewardISatisfactionI.The Essence of the Rise of
the Rise of the Investor of the Ward of the Assumption of the Welfare
of the Welfare of the T

d. CoefficientIVariableI(X3)IbervalueIpositive.IHalliniIinIninInPerfor
manceI.The Essence of the Rise of the Incentive of the Achievement of the
Rise of the Incentive of the Achievement of the Satisfaction of the
Performance.

e. CoefficientIVariableIPenIKarirI(X1),IRewardI(X2)IdanIIIncentiveI(X3)
IbervalueIpositive.IArtinyaIwhenIPdevelopmentIKarir,IReward,IdanII
ncentiveIsecaraIwithI–IsamaIsemakinIamIkIKsatisfactionIIwillI.

4. Hypothesis Test

a. UjiIt

IStatistical TestI is used to test I'm a significant
IvariationIrelationship between I'm a variable IindependentI'm an
independent variable and I'm an Idependent,I'm a variable I'm
independentI'm an independent I'm an incentive,I'm really
influencingI'a wayI'an individualI'm on IvariableI's dependencyI'm a
ParticipantI'm a DifferentiatorI'm a DifferentiatorI'a VariableI'm an
IndependentI'm an IndividualI'm Interested In'DependentI'm a
DependentI'm a ParticipantI'm a DifferentiatorI'm a DifferentiantI'a
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Table I7

ResultsIUjiIt

Coefficientsa						
Type	UnstandardizedCoefficients		StandardizedCoefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	14.262	2.271		6.281	.000
	DevelopmentCurriculum	.093	.030	.186	3.114	.004
	Reward	.212	.045	.374	4.770	.000
	Incentive	.355	.043	.643	8.291	.000

a.Independent Variable: Satisfaction

Source: Output SPSS 25 (2023)

Based on the data, I have the following conclusions:

- 1) Variable Development (X1) has a significant value of 0.004 < 0.05, meaning it affects the dependent variable Satisfaction.
- 2) Variable Reward (X2) has a significant value of 0.000 < 0.05, meaning it influences the dependent variable Satisfaction.
- 3) Variable Indicator (X3) has a significant value of 0.000 < 0.05, which means that the variable 'incentive' has an effect on the variable 'satisfaction'.

b. Test IF

The IF test is basically to show whether all independent variables or independent variables I input 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

valueIsignificationI>I0.005ImakaIH1I'm rejected,I'IseIjikal's valueIsignificationI<I0.005I'm accepted.I'm accepted.I'm acceptedI's criteriaI'm accepted, I'm rejectedI's hypothesisI's as follows:

Table18
ResultsIUjiIF

ANOVAa					
Type	SumIofISquare	Df	MeanISquare	F	Sig.
1	Regression	3	48.150	91.378	.000b
	Residual	32	.527		
	Total	35			

a.IDependentIVariable: Satisfaction

b. IPredictors: I(Constant),IIncentive,IReward,IPendekar

Source:IOutputISPSSI25I(2023)

ResultsTestingHypothesisDevelopmentI(X1),IRewardI(X2),IInsentifI(X3)Ierto IKefasting IIThe work of IKaryawanIPT.IHaltIManufakturISentosaITegallI is significant,IhaliiniIis provedIwith the value of I91.378I, with I, I0.000.I, Iall, I(X1),IRewardI(X2),IInsentifI(X3)I have an influence on the satisfaction of the work.

5. Coefficient of Termination

'The magnitude of the Ideology I(R²)I get from I squares the Electricity Factor I (R²).ISemakinImaginI2ImakalakanIisinIstrongIpulairelationshipIantarivariableIrelatedIto IoneIorImanyIvariableIfree.IngalkorelationIyangIgeneratedIIoflujiIdeteri nIthisIusefulItoI shows the strengthIweaknessIthe relationship between IantarIvariableIindependentIwith Ivariable IindependentIIvariable IindependentIIvariable IindependentIIindependentIvariable IindependentII.

Table19
Inequality Factor

ModelSummary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.946a	.895	.886	.72590
a. IPredictors: I(Constant),IIncentive,IReward,IPdevelopmentIKarir				

Source:IOutputISPSSI25I(2023)

If Ikoefisen Idetermination I(R2) I pada Iessence Iuse Itomeasure IHow much Ifar Iability Imodeling Iin Iexplain Ivariation Iindependent. Iari Icalculation Ita ble Iabove Ican Conclusion Ithat value I(R2) Isebesar I0.895 Meaning Score Efficient Ideology Isebesar I89.5% Showing Amount Proportion Itotal Value I– Values Variables Development Values Variables (X1), IReward I(X2), Idan I Incentif I(X3) Isecara Itogther I89.5% I shows the level of Iyang I's strong influence, while I'm the remaining I10.5% Iyang I'm caused by I'm model Iother Iyang Ibe Iresearch in Iresearch I.

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

shows that the development of the project has an effect on the satisfaction of the student's work, and the result is the output of the ISPSSI that I state that the value of the Iuji is partialI(t)The environment of the work I have a value of significance of $|10.004| < |10.05|$ with the hypothesis I is accepted.

As a TheoreritisI, I support IyangI's researchI, IyangI, I'm carried out, I'm done, I'm I'm going to do it, I'm going to do it, I'm going to be a part of it, I'm going to be a part of it, I'm going to be a part of it, I'm going to be a part

2. Influence of Reward IT on Job Satisfaction and Work Artistry

Testing hypotheses I purpose I to analyze I influence I reward I on employee satisfaction I. The research shows that I reward I has an effect on the satisfaction of the student's work, I shall, I can see I of I of the results I output I SPSSI, which I state that I's value I u_j I partial I t I reward I I has I's I stivity I 0.000 I $<$ I 0.05 I, so I's hypothesis I is accepted.

OptionalVariable Variable has an effect on the satisfaction of the student's work. IdentityI, I get I, I interpret that Ise, I'm getting better, I'm getting the challenge, I'm not going to be able to do anything about it, I'm going to be able to do it or I'm going to be able to do it or I'm going to be able to do it or I'm going I'm going to pay attention to the RewardsIor the awardsIto the maximumIgarIto be more goodI in my workIappropriateItargetsIgiven,I'm going to influenceIAchievementIsatisfactionIemployeeI.

As an theoritisI researchIiniIsupport
IyangIresearchIdoenIbyIFoenay,IFanggidaeIdamINDoenI (2020)IyangI prove
that IRewardI has an influence on the satisfaction of the work of the Ianists.

3. InfluenceIIIncentIIIIncentFacing SatisfactionIKworkTeachers

TestingIIhypothesisIobjectiveIto analyzeIIInfluenceIIincentiveI on
employee satisfactionI.The research shows that the incentive has an effect on
the satisfaction of the student's work, the result is the output of the ISPSSI
which I state that the value of the Iuji is partialI(t)The incentive I has the value
of significance I0.000I<I0.05I with the hypothesis I accepted.

PartialVariable	Variable	Influence	on	Productivity
Satisfaction	Performance	Performance	Teacher.IdentityIiniIgetIinterpretationIt	
hat				
IseIseBetterIRewardIpberianIIIncentImakaIKsatisfactionIworkIakanIasinIkeIi				
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eInotIgotIguaranteeIsocialIlike				
IguaranteeIdayItua,IhaliiniIakanIinfluenceIlackIsemotivationIemployeeIforI				
workIappropriateItargetIgiven, ImakaIPT.IHaltIManufakturISentosaITegalI				
must maximize I'm going to get the most out of itI'm going to achieve itJob				
satisfactionII'm an employee.I				

PracticalIbased on interviewsIyangIresearchIdoI with some
informationIHow
practicalIresearchIIresearchIIIIIIIIIIIIiiIIIIIIIIIIiiIIIIIIIIIIIIIIIIiiIIIIII

III'm trying to improve my workI'm an incentiveI'm satisfiedI'm a good employeeIcanImoreIgood.

As a TheoryTheoryI researchI support IyangIresearchIcarried out by IFitriIdan IYusufI (2022)IyangI proves that IIncentI has an effect on the satisfaction of the work of the artist.

4. InfluenceDevelopmentSkillsEmployees, Employees, Employees, Employees

Hypothesis TestingI aim toI analyzeThe effect of the development of the product, the product, the product, IdanIIncentifiableIhas a significant valueI0.000I<I0.05Iwith I, so IakaDevelopmentIarir,IReward,IdanIIncentistiFiIsecaraIsimultaneI has an effect on IKsatisfactionIKworkIaryawanIPT.IHaltIManufakturISentosaITegal.

ConclusionIDanISaran

Conclusion

ConclusionIyangItakeIfromIthisIresearchIThisIsIsIIfollowingII:I

1. There is a positive influence of the development of the student on the satisfaction of the student workIPT.IHaltIManufakturISentosaITegal.IHalIdprovedIdiValueIsign ificantisebesarI0.004I<I0.05.
2. There is an influence of positive IRewardI on the satisfaction of the work of the Higher Education Authority.IHaltIManufakturISentosaITegal.IHalIdprovedIdiSignificant valueI0.000I<I0.05.

3. There is an Influence of Positive Incentives on Students' Satisfaction Students' Performance. It has been proven that the significant value is $0.0001 < 0.05$.
4. There are positive influences of IKarir, IReward, IDanIIIncentiveSimultaneous Approach to IKiSatisfactionIKworkIPT. It has been proven that the value of I is significant, $0.0001 < 0.05$.

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. It has been proven that the significant value is $0.0001 < 0.05$.

- 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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