

ABSTRACT

Human resources are important assets in a company, because they have an intelligence, feelings, abilities, and knowledge as a driver for other resources. To support the achievement of corporate goals, human resource management needs to be well done to obtain employees who are satisfied with their work, the way is by career development. This research was conducted to determine the influence of career development on employee job satisfaction at Bank BJB Tamansari Branch, Bandung.

The research uses a quantitative method with descriptive-causality research type. Sampling was done by non-probability sampling method of saturated samples, with the number of respondent as much as 30 employees of Business Consumer and KPR Division Bank BJB Tamansari Branch, Bandung. Data collection techniques in this study using observation techniques, interviews, and questionnaires.

Based on the results of a simple linear regression test, it shows the responses of respondents regarding career development in the good category with a score of 71.29%. The responses of respondents regarding job satisfaction are in a good category with a score of 70.40%. And there are positive and significant effects between career development and job satisfaction by 53.80%. It can be concluded that by increasing career development programs will increase the level of job satisfaction for employees.

Keywords: Human Resources Management, Career Development, Employees Job Satisfaction.