

## **ABSTRACT**

*Human resources are important assets for the company. Well-managed human resources can do the job that is given effectively and efficiently in realizing the goals of the company itself. In line with what PT. Taiho Nusantara does in the management of its human resources. So it is necessary to maintain human resources by paying attention to career development and training programs that can be given to employees to increase employee job satisfaction within the company.*

*This study aims to determine the influence of career development on employee job satisfaction at PT. Taiho Nusantara, the effect of training on employee job satisfaction at PT. Taiho Nusantara, and the influence of career development and training on employee job satisfaction at PT. Taiho Nusantara.*

*In this study, quantitative methods are combined with descriptive research types. Sampling using the saturated sample type non-probability sampling method, with a total sample of 97 employees of PT. Taiho Nusantara. The data analysis techniques used consist of descriptive analysis, classical assumption tests, multiple regression analyses, partial hypothesis tests (T tests), simultaneous hypothesis tests (F tests), and determination coefficient tests.*

*The results obtained in this study show that career development has a significant positive effect on job satisfaction, and training has a significant positive effect on employee job satisfaction at PT. Taiho Nusantara.*

*The results of this study showed that the variables of career development (X1) and training (X2) had an influence on job satisfaction (Y) by 53.14%.*

**Keyword :** *Career Development, Training, Job Satisfaction, Human Resource Management.*