

## **ABSTRACT**

*The existence of Human Resources (HR) plays an important role in creating organizational goals, so it is necessary to have good HR management, namely by paying attention to the job satisfaction of its members. At RSUD dr. Tjitrowardojo Class B Purworejo job satisfaction will be created along with the application of organizational culture and good career development opportunities. Due to these two aspects that must be given more attention by hospital management.*

*The purpose of this study was to determine the effect of organizational culture and career development opportunities on employee job satisfaction at RSUD dr. Tjitrowardojo Class B Purworejo. The results obtained regarding employee job satisfaction will be seen based on the achievement of the successful application of the hospital in managing its human resources.*

*This study uses quantitative methods with data collection techniques through questionnaires addressed to civil servant employees of RSUD dr. Tjitrowardojo Class B Purworejo as many as 167 people. The sampling technique in this study is probability sampling with simple random sampling type and the analysis method uses SEM-PLS.*

*The results showed a positive and significant influence between organizational culture on employee job satisfaction, as well as a positive and significant influence between career development opportunities on employee job satisfaction. This means that with good implementation of organizational culture and career development opportunities, it will affect the creation of increased employee job satisfaction at RSUD dr. Tjitrowardojo Class B Purworejo.*

*Based on the results of the study, the authors suggest that the hospital can continue to pay attention to the job satisfaction of each of its employees by optimizing the application of values in culture and career development opportunities through the implementation of an employee point transparency system, expanding information about career opportunities, and providing flexibility and ease of employees in the career advancement system in order to create the continuity of the running of the hospital which continues to grow with the creation of optimal employee job satisfaction.*

**Keyword:** *Organizational Culture, Job Satisfaction, Career Development Opportunities*