

**Judul** : **Pengaruh Desain dan Evaluasi Program Pengembangan Karir Terhadap Kepuasan Pegawai Lembaga Pendidikan Pariwisata di SMK Negeri 3 Tabanan**  
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### **ABSTRAK**

SMK Negeri 3 Tabanan harus sigap dalam menciptakan tingkat kepuasan pegawai, karena pegawai merasa puas memiliki tingkat produktivitas dalam prestasi kerja pegawai yang lebih baik. Penelitian ini adalah meneliti tingkat kepuasan dan pengembangan karir pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan.

Populasi dalam penelitian ini adalah seluruh pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan. penelitian kuantitatif sebagai proses prosedur penelitian menghasilkan data berupa berbagai angka-angka dan umumnya dapat dianalisis dengan menggunakan cara statistik deskriptif atau inferensial. Beberapa variabel tersebut kemudian dijabarkan menjadi beberapa indikator yang menjadi dasar pernyataan dalam kuesioner yang nantinya disebar dan dijawab oleh 32 responden penelitian.

Berdasarkan analisis t–test terlihat bahwa nilai t-hitung didapat sebesar 4,029, sedangkan t-tabel sebesar 1,69 dengan demikian ada pengaruh positif secara parsial dan signifikan antara desain program pengembangan karir terhadap kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan. Evaluasi program pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan. Analisis data diketahui nilai t-hitung didapat sebesar 3,734 sedangkan t-tabel sebesar 1,69 dengan demikian ada pengaruh positif secara parsial dan signifikan antara evaluasi program pengembangan karir terhadap kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan. Program pengembangan karir dan evaluasi program pengembangan karir berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan. Hasil pengujian F terlihat bahwa nilai Fhitung didapat sebesar 13,787 sedangkan Ftabel sebesar 3,33 dengan demikian ada pengaruh secara simultan antara desain program pengembangan karir dan evaluasi program pengembangan karir terhadap kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan.

Hasil penelitian mengindikasikan bahwa pada saat bersamaan semakin jelas program pengembangan karir dan terukur evaluasi program pengembangan karir maka kepuasan kerja pegawai lembaga pendidikan pariwisata di SMK Negeri 3 Tabanan semakin meningkat.

**Kata Kunci:** Desain, Evaluasi, Pengembangan Karir, Karir, Kepuasan Pegawai.

**Thesis** : *The Influence of Design and Evaluation of Career Development Programs on Employee Satisfaction at Tourism Education Institutions at SMK Negeri 3 Tabanan*  
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### **ABSTRACT**

*SMK Negeri 3 Tabanan needs to be vigilant in enhancing employee satisfaction levels, as satisfied employees tend to exhibit higher levels of productivity in their work performance. This study aims to examine the level of satisfaction and career development of employees of tourism education institutions at SMK Negeri 3 Tabanan.*

*The population in this study were all employees of tourism education institutions at SMK Negeri 3 Tabanan. Quantitative research, as a process of research procedures, produces data in the form of various numbers and can generally be analyzed using descriptive or inferential statistics. Some of these variables are then translated into several indicators that form the basis of the questionnaire statements, which will be distributed and answered by 32 research respondents.*

*Based on the t-test analysis, it can be seen that the t-count value is obtained at 4.029, while the t-table is 1.69, thus there is a partial and significant positive influence between the design of career development programs and job satisfaction of employees of tourism education institutions at SMK Negeri 3 Tabanan. The evaluation of career development programs has a positive and significant effect on the job satisfaction of employees of tourism education institutions at SMK Negeri 3 Tabanan. The data analysis reveals a t-count value of 3.734 and a t-table of 1.69, indicating a partial and significant positive correlation between the evaluation of career development programs and the job satisfaction of employees at SMK Negeri 3 Tabanan's tourism education institutions. Career development programs and their evaluation have a positive and significant effect on the job satisfaction of employees of tourism education institutions at SMK Negeri 3 Tabanan. The results of the F test show that the Fcount value is obtained at 13.787 while the Ftable is 3.33, thus there is a simultaneous influence between the design of career development programs and the evaluation of career development programs on the job satisfaction of employees of tourism education institutions in SMK Negeri 3 Tabanan.*

*The results indicate that at the same time, the clearer the career development program and the measurable evaluation of the career development program, the job satisfaction of employees of tourism education institutions in SMK Negeri 3 Tabanan will increase.*

**Keywords:** *Design, Evaluation, Career Development, Career, Employee Satisfaction.*