

## ABSTRAK

### **Hubungan Persepsi Pengembangan Karir Dan Kecerdasan Adversitas Dengan Kepuasan Kerja Karyawan Divisi *Ethical & Over The Counter* Perusahaan Farmasi - X Cabang Medan**

**Diny Atrizka**

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi pengembangan karir dan kecerdasan adversitas dengan kepuasan kerja. Subjek penelitian ini adalah seluruh karyawan divisi *ethical & over the counter* Perusahaan Farmasi-X Cabang Medan. Penelitian ini menggunakan metode kuantitatif. Alat pengumpul data yang digunakan adalah Skala Persepsi Pengembangan Karir, Skala Kecerdasan adversitas dan Skala Kepuasan Kerja. Analisis statistik yang digunakan adalah analisis regresi ganda. Koefisien regresi ganda antara persepsi pengembangan karir dan kecerdasan adversitas dengan kepuasan kerja sebesar  $R=0,853$  dengan taraf signifikansi  $p=0,000$  ( $p<0,05$ ). Hasil analisis korelasi ganda maupun *product moment* antara persepsi pengembangan karir dengan kepuasan kerja menunjukkan  $r=0,852$  dengan nilai signifikansi  $p=0,000$  ( $p<0,05$ ) dan antara kecerdasan adversitas dengan kepuasan kerja menunjukkan  $r=0,437$  dengan signifikansi  $p=0,000$  ( $p<0,05$ ). Hasil analisis tersebut menunjukkan bahwa ada hubungan yang signifikan antara persepsi pengembangan karir dan kecerdasan adversitas dengan kepuasan kerja. Sebagian besar subjek penelitian memiliki kepuasan kerja dalam kategori sedang, persepsi pengembangan karir pada kategori netral, dan kecerdasan adversitas pada kategori sedang.

**Kata Kunci : Kepuasan Kerja, Persepsi Pengembangan Karir, Kecerdasan Adversitas**

## **A B S T R A C T**

### ***The Relationship Between The Perception Of Career Development And Adversity Quotient With Job Satisfaction Of Ethical And Over The Counter Employees At X Branch Office of Pharmaceutical Company In Medan***

**Diny Atrizka**

*The purpose of this study is to determine the relationship between the perception of career development and adversity quotient with job satisfaction. Subjects were all employees of X Branch Office of Pharmaceutical Company In Medan. This study used quantitative methods. Data collection tools or instruments that was used is The Perception of Career Development Scale, Adversity Response Profile and Job Satisfaction Scale. The statistical analysis that was used is multiple regression analysis. The overall computational research data using SPSS 17.0 for windows. The analysis by using multiple regression found significant relationship between the perception of career development and adversity quotient with job satisfaction ( $R = 0.853$ ,  $p = 0.000$ ). The results of the analysis of product moment between the perception of career development with job satisfaction showed  $r = 0.852$  with a significance level  $p = 0.000$  ( $p < 0.05$ ) and between adversity quotient with job satisfaction showed  $r = 0.437$  with a significance level  $p = 0.000$  ( $p < 0.05$ ). There was a significant relationship between the perception of career development and adversity quotient with job satisfaction. The majority of research subjects have job satisfaction, the perception of career development and adversity quotient in the medium category.*

**Keywords : job satisfaction, the perception of career development, adversity quotient**