

## ABSTRACT

*The purpose of this study was to determine the influence between work climate on job satisfaction, influence between career development on job satisfaction, and the influences between job satisfaction on career commitment. In this study, the research data was collected from 60 employees in 11 job functions that are not derived from the managerial class and still be productive on a vulnerable age. Questions are given by using a questionnaire distributed through random sampling technique which respondents were randomly selected using random numbers.*

*In accordance with the above objective in this study, three hypotheses were formulated: **the work climate is positively associated with job satisfaction, career development is positively associated with job satisfaction, and job satisfaction is positively associated with career commitment.***

*After the questionnaire was collected, data analysis techniques were used within a research by using the index value, validity index by factor analysis, regression, and Sobel Test to test the mediating effect by the program of PASW SPSS 18. The results indicated that the work climate and career development have positive and significant effects on job satisfaction, and job satisfaction has positive and significant influence on career commitment. The influence was 53.61% and 46.39% while the rest can be influenced by other variables.*

*Keyword: work climate, career development, job satisfaction, career commitment*