

ABSTRACT

An organization necessarily expect the productivity of employees to the attainment of an organization. Labor productivity viewed as the employees to achieve desired result, in achieving a desired result of a positive work attitude required from employees. Therefor expected for the organazitation must realize and make a system management having regard to the factors that affect the employees to work to achieve the goal organization it self.

This study aimed to analyzing variable influence career development and motivation work againts complacence employees work. This study was conducted at Hotel Grasia Semarang. The number of samples was estabilished by 51 respondents with the sample using methods simple random sampling. Measurement in kuisioneer using likert scale. Methods of analysis data is used path analysis with assistance SPSS program version 20 for test influence mediation used test sobel.

The testing of hypotheses, indicate that variable career development variables are positive and significant effect on job satisfaction of employees with regression coefficients of 0,359. Positive effect on career development job satisfaction through employee's motivation. Sobel testing by test results indicate its value t of 2,30 more than higher t table in standard 5% is 1,96. Results the coefficient of determination of total of 52.5% Indicates that the variation relation of career development, work motivation, job satisfaction can be obtained in this study. The results of path analysis showing that directly influence career development towards job satisfaction of 0,359 and indirect influence through the work motivation of 0,172.

Keywords: Career Development, Work Motivation, Job Satisfaction.