

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Job Characteristics* dan *Employee Development* terhadap *Job Satisfaction* yang dimediasi oleh *Work Engagement* pada karyawan Pusat Pengembangan Sumber Daya Manusia Regional Yogyakarta. Fenomena yang melatarbelakangi penelitian ini adalah rendahnya tingkat promosi jabatan, keterbatasan pengembangan kompetensi pegawai, dan kurangnya keterlibatan kerja pegawai, yang memengaruhi kepuasan kerja di lingkungan PPSDM Regional Yogyakarta.

Metode penelitian menggunakan pendekatan kuantitatif dengan data primer yang diperoleh melalui kuesioner yang disebarakan kepada 86 responden. Data dianalisis menggunakan teknik Partial Least Square (PLS). Variabel independen meliputi *job characteristics* dan *employee development*, variabel dependen adalah *job satisfaction*, dan variabel mediasi adalah *work engagement*. Hasil penelitian menunjukkan bahwa *job characteristics* dan *employee development* secara signifikan memengaruhi *job satisfaction*. Selain itu, *work engagement* terbukti memediasi hubungan antara kedua variabel independen tersebut dengan *job satisfaction*. Penelitian ini memberikan kontribusi praktis bagi organisasi dalam merancang kebijakan dan program untuk meningkatkan kepuasan kerja karyawan melalui perbaikan karakteristik pekerjaan dan pengembangan kompetensi yang berkelanjutan.

**Kata Kunci:** *Job Characteristics, Employee Development, Job Satisfaction, Work Engagement.*

## **ABSTRACT**

*This study aims to analyse the effect of Job Characteristics and Employee Development on Job Satisfaction mediated by Work Engagement in employees of the Yogyakarta Regional Human Resources Development Center. The phenomenon behind this research is the low level of job promotion, limited employee competency development, and lack of employee work engagement, which affect job satisfaction in the Yogyakarta Regional PPSDM environment. The research method uses a quantitative approach with primary data obtained through questionnaires distributed to 86 respondents. Data were analysed using Partial Least Square (PLS) technique. Independent variables include Job Characteristics and Employee Development, the dependent variable is Job Satisfaction, and the mediating variable is Work Engagement. The results showed that Job Characteristics and Employee Development significantly influenced Job Satisfaction. In addition, Work Engagement is proven to mediate the relationship between the two independent variables with Job Satisfaction. This research provides a practical contribution for organisations in designing policies and programs to increase employee job satisfaction through improving job characteristics and continuous competency development.*

**Keywords:** *Job Characteristics, Employee Development, Job Satisfaction, Work Engagement.*