

Determination Of Organizational Culture And Employee Career Development On Employee Job Satisfaction At The North Aceh Health Office

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ABSTRACT

The objective of this study is to investigate the influence of organizational culture and career development on employee job satisfaction at the North Aceh Health Office. This research adopts a quantitative approach utilizing a survey method. The study sample comprises 61 employees from the institution. Data were collected through a structured questionnaire that had undergone validity and reliability testing using SPSS version 29. The findings reveal that organizational culture exerts a positive and statistically significant effect on job satisfaction, as indicated by a regression coefficient of 0.363 and a t-value of 3.954, which exceeds the critical value of 1.671, with a significance level of 0.000 ($p < 0.05$). Furthermore, career development also demonstrates a positive and significant impact on employee job satisfaction, supported by a regression coefficient of 0.335 and a t-value of 3.041, both exceeding the required thresholds, with a significance level of 0.000 ($p < 0.05$).

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