

ABSTRAK

Penelitian ini dilatarbelakangi oleh kondisi kekurangan staf dan tingginya beban kerja di Dinas Perindustrian dan Perdagangan Provinsi Kepulauan Riau yang berpotensi menurunkan kepuasan kerja pegawai. Penelitian ini bertujuan untuk menganalisis pengaruh kekurangan staf, beban kerja, dan pengembangan karier terhadap kepuasan kerja pegawai, serta menganalisis peran pengembangan karier dalam memoderasi pengaruh kekurangan staf dan beban kerja terhadap kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif eksplanatori dengan teknik sensus terhadap 106 pegawai (PNS dan PPPK) dan dianalisis menggunakan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) melalui SmartPLS 4.0. Hasil penelitian menunjukkan bahwa secara parsial kekurangan staf dan beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja pegawai, sedangkan pengembangan karier berpengaruh positif dan signifikan. Selain itu, pengembangan karier terbukti mampu memoderasi dengan memperlemah pengaruh negatif kekurangan staf dan beban kerja terhadap kepuasan kerja, dengan nilai R^2 sebesar 65,8%, sedangkan sisanya sebesar 34,2% dipengaruhi oleh faktor lain di luar penelitian. Berdasarkan hasil tersebut, dapat disimpulkan bahwa peningkatan peluang pengembangan karier serta pengelolaan kekurangan staf dan beban kerja secara efektif merupakan faktor penting untuk meningkatkan kepuasan kerja pegawai..

Kata Kunci: Kekurangan Staf, Beban Kerja, Pengembangan Karier, Kepuasan Kerja

ABSTRACT

This study was motivated by staff shortages and high workload at the Department of Industry and Trade of the Riau Islands Province, which potentially reduce employee job satisfaction. This study aimed to analyze the effects of staff shortages, workload, and career development on employee job satisfaction, as well as to analyze the moderating role of career development in the effects of staff shortages and workload on job satisfaction. This study employed a quantitative explanatory approach using a census technique involving 106 employees (civil servants and government employees with work agreements) and was analyzed using Structural Equation Modeling-Partial Least Squares (SEM-PLS) via SmartPLS 4.0. The results showed that partially, staff shortages and workload had a significant negative effect on employee job satisfaction, whereas career development had a significant positive effect. Furthermore, career development significantly moderated by weakening the negative effects of staff shortages and workload on job satisfaction, with an R^2 value of 65.8%, while the remaining 34.2% was influenced by other factors outside the study. Based on these results, it can be concluded that enhancing career development opportunities and effectively managing staff shortages and workload are crucial factors for improving employee job satisfaction.

Keywords: Staff Shortages, Workload, Career Development, Job Satisfaction.