

## ABSTRACT

*Teamwork, Reward, Punishment and Career Development activities that need to be done with the aim to keep the team's solidarity and finish the job optimally that affect the satisfaction of work in PT. Swadaya Graha Gresik. Using quantitative research with samples of 80 employees and spreading the questionnaire and documentation. The instrument uses the validity test and reliability test. Test the classic assumptions used in Data Normality Test, Multicollinearity Test, Heteroskedasticity Test, and Autocorrelation Test. Data analysis uses multiple linear regression. Hypothesis test using SPSS version 26 software program. Get regression equations i.e  $Y = -6,653 + 0,644X_1 - ,615X_2 + 0,915X_3 + 0,267X_4 + e$  with R 0,878 value and R<sup>2</sup>/R-Square value of 0,815. Analysts conducted the results of a coefficient value of R<sup>2</sup> of 0,815. That the variable Teamwork, Reward, Punishment and Career Development are able to affect the Job Satisfaction variable by 8,15%. The remaining 18,8% influenced by other free Variable that are not listed in this study.*

**Keywords:** *Teamwork, Reward, Punishment, Career Development, and Job Satisfaction*

## ABSTRAK

*Teamwork, Reward, Punishment* dan Pengembangan Karir, kegiatan yang perlu dilakukan dengan tujuan untuk menjaga kekompakan tim dan menyelesaikan pekerjaan dengan optimal yang berpengaruh terhadap Kepuasan Kerja di PT. Swadaya Graha Gresik. Menggunakan penelitian kuantitatif dengan sampel 80 karyawan dan menyebarkan kuesioner serta dokumentasi. Instrumen menggunakan uji validitas dan uji reliabilitas. Uji asumsi klasik yang digunakan Uji Normalitas Data, Uji Multikolinearitas, Uji Heteroskedasitas dan Uji Autokorelasi. Analisis data menggunakan regresi linier berganda. Uji hipotesis menggunakan program software SPSS versi 26. Mendapatkan persamaan regresi yaitu  $Y = -6,653 + 0,644X_1 - 0,615X_2 + 0,915X_4 + 0,267X_4 + e$  dengan nilai R 0,903 dan nilai R<sup>2</sup> / R-Square sebesar 0,815. Analisis yang dilakukan memperoleh hasil nilai koefisien R<sup>2</sup> sebesar 0,815. Maka ditunjukkan variabel *Teamwork, Reward Punishment*, dan Pengembangan Karir mampu mempengaruhi variabel Kepuasan Kerja sebesar 8,15% sisanya 18,8% tidak termasuk dalam variabel penelitian ini.

**Kata Kunci:** *Teamwork, Reward, Punishment*, Pengembangan Karir, dan Kepuasan Kerja