

# UNIVERSITAS INTERNASIONAL BATAM

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## ***INFLUENCE ANALYSIS OF SUPERVISORY SUPPORT ON CARRER SATISFACTION AND PROMOTABILITY AT RURAL BANK IN BATAM***

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### ***ABSTRACT***

*This study aims to analyze the influence of the variables of supervisory support, job involvement and task ability on career satisfaction and promotion supported by moderating variables of job involvement and task ability at leader and managerial levels of Rural Bank employees.*

*The research data came from 30 respondents who worked as leaders to managerial level employees at the Batam's Rural Banks. The research data were obtained through the Non Probability Sampling method and the sample selection technique used was census sampling (saturated). The data obtained were processed using the Smart Partial Least Squares method.*

*The results of the study states that career supervisory support variables did not significantly influence career satisfaction and promotion. Meanwhile, significant indirect effects were found on the task ability variable moderated the relationship between career supervisory support and career satisfaction.*

***Keywords:*** *Supervisory Support, Work Engagement, Task Proviency, Career Satisfaction*