

ABSTRACT

This study aims to determine how the perception of career compromise affects job satisfaction. In addition, this investigation also analyzes the role of idealism and abusive supervision in the relationship. The background of the study focuses on the phenomenon of health workers, especially nurses, who often face work pressure and situations that do not always follow expectations, which can affect their job satisfaction. This study uses a quantitative approach with an anonym interview with a sample of 200 nurses. Data were collected through questionnaires distributed online using Google Forms. The analysis method used is PLS-SEM assisted by SmartPLS 4.0 software. The results of the study showed that the perception of career compromise had a significant effect on job satisfaction positively with a small effect level. The variables of idealism and abuse of supervision were proven to mediate the relationship positively. This study suggests that hospital management should assist career development, strengthen ethical principles in the workplace, and avoid abusive leadership styles in order to maintain nurse satisfaction.

Keywords: Perceived Career Compromise, Job Satisfaction, Idealism, Leadership, Nurses