

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh pengembangan karir individu dan kompetensi terhadap kinerja karyawan dengan *employee engagement* sebagai variabel intervening pada bank BRI lintau buo utara. Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 77 responden. Metode analisis yang digunakan adalah analisis jalur menggunakan smartpls.

Hasil penelitian yang didapatkan pengaruh yang signifikan pengembangan karir individu terhadap *employee engagement*. Terdapat pengaruh yang signifikan kompetensi terhadap *employee engagement*. Terdapat pengaruh yang signifikan pengembangan karir individu terhadap kinerja karyawan. Terdapat pengaruh yang signifikan kompetensi terhadap kinerja karyawan. Terdapat pengaruh yang signifikan *employee engagement* terhadap kinerja karyawan. Terdapat pengaruh yang signifikan pengembangan karir individu terhadap Kinerja Pegawai melalui *employee engagement*. Terdapat pengaruh yang tidak signifikan kompetensi terhadap Kinerja Pegawai melalui *employee engagement*.

Kata Kunci : Pengembangan Karir Individu, Kompetensi, *Employee Engagement* dan Kinerja Karyawan

ABSTRACT

This study aims to examine how much influence individual career development and competence have on employee performance with employee engagement as an intervening variable at bank BRI Lintau Buo Utara. Methods of data collection through surveys and distributing questionnaires, with a sample of 77 respondents. The analysis method used is path analysis using smartpls.

The results of the study obtained a significant influence on individual career development on employee engagement. There is significant effect of competency on employee engagement. There is a significant influence of individual career development on employee performance. There is significant effect of competency on employee performance. There is a significant effect of employee engagement on employee performance. There is a significant influence of individual career development on employee performance through employee engagement. There is no significant effect of competency on employee performance through employee engagement.

Keywords: *Individual Career Development, Competence, Employee Engagement and Employee Performance*