

ABSTRAK

Tujuan Penelitian ini adalah untuk mengetahui seberapa besar pengaruh dari Pengembangan Karir dan Semangat Kerja Terhadap Kinerja Karyawan Dengan *Job Insecurity* Sebagai Variabel Intervening Pada Kantor Dinas Perikanan dan Pangan Kabupaten Solok. Metode Pengumpulan data dengan cara penyebaran kuesioner sebanyak 45 Responden yang disebarakan kepada Karyawan Dinas Perikanan dan Pangan Kabupaten Solok. Metode analisis yang digunakan adalah *Analisis Structul Equatioan Modelling* (SEM). Dengan *Partial Leats Square* (PLS) 3.0. Hasil Penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap *Job Insecurity*. Terdapat pengaruh positif dan tidak signifikan antara Semangat Kerja terhadap *Job Insecurity*. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Karyawan. Terdapat pengaruh positif dan tidak signifikan antara Semangat Kerja terhadap Kinerja Karyawan. Terdapat pengaruh negatif dan tidak signifikan antara *Job Insecurity* terhadap Kinerja Karyawan. *Job Insecurity* tidak memediasi Pengembangan Karir terhadap Kinerja Karyawan pada Kantor Dinas Perikanan Dan Pangan Kabupaten Solok. *Job Insecurity* tidak memediasi Semangat Kerja terhadap Kinerja Karyawan pada Kantor Dinas Perikanan Dan Pangan Kabupaten Solok.

Kata kunci: Pengembangan Karir, Semangat Kerja, Kinerja Karyawan dan *Job Insecurity*.

ABSTRACT

The purpose of this study was to find out how much influence Career Development and Work Morale have on Employee Performance with Job Insecurity as an Intervening Variable at the Solok Regency Food and Fisheries Service Office. Methods of data collection by distributing questionnaires to 45 respondents which were distributed to employees of the Fisheries and Food Office of Solok Regency. The analytical method used is Structural Equation Modeling (SEM) Analysis. With Partial Least Square (PLS) 3.0. The research results show that there is a positive and significant influence between Career Development and Job Insecurity. There is a positive and insignificant influence between Work Enthusiasm and Job Insecurity. There is a positive and significant influence between Career Development on Employee Performance. There is a positive and not significant influence between Morale and Employee Performance. There is a negative and insignificant effect between Job Insecurity on Employee Performance. Job Insecurity does not mediate Career Development on Employee Performance at the Solok District Fisheries and Food Service Office. Job Insecurity does not mediate Work Enthusiasm on Employee Performance at the Solok District Fisheries and Food Service Office.

Keyword : Career, Deveopment, Morale, Employee Performance and Job Insecurity