

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh pengembangan karir individu dan kompetensi terhadap kinerja karyawan melalui *employee engagement* sebagai variabel intervening pada PT Bank BRI Tbk Muaro Paiti. Teknik pemilihan sampel menggunakan random sampling dan didapatkan sebanyak 34 sampel. Teknik analisis data menggunakan Analisis Jalur menggunakan SPSS 23.

Berdasarkan hasil analisis didapatkan bahwa Pengembangan karir berpengaruh positif dan signifikan terhadap *Employee engagement* pada PT. Bank BRI Tbk Muaro Paiti. Kompetensi berpengaruh positif dan signifikan terhadap *Employee engagement* pada PT. Bank BRI Tbk Muaro Paiti. Pengembangan karir tidak berpengaruh signifikan terhadap Kinerja karyawan pada PT. Bank BRI Tbk Muaro Paiti. Kompetensi berpengaruh positif dan signifikan terhadap Kinerja karyawan pada PT. Bank BRI Tbk Muaro Paiti. *Employee engagement* tidak berpengaruh signifikan terhadap Kinerja karyawan pada PT. Bank BRI Tbk Muaro Paiti. Pengembangan karir tidak berpengaruh signifikan terhadap Kinerja karyawan melalui *Employee engagement* pada PT. Bank BRI Tbk Muaro Paiti. Kompetensi tidak berpengaruh terhadap Kinerja karyawan melalui *Employee engagement* pada PT. Bank BRI Tbk Muaro Paiti.

keywords : kinerja karyawan, pengembangan karir individu, kompetensi, employee engagement

ABSTRACT

This study aims to examine the effect of individual career development and competency on employee performance through employee engagement as an intervening variable at PT Bank BRI Tbk Muaro Paiti. The sample selection technique used random sampling and obtained 34 samples. Data analysis technique using Path Analysis using SPSS 23.

Based on the results of the analysis, it was found that career development has a positive and significant effect on employee engagement at PT. Bank BRI Tbk Muaro Paiti. Competence has a positive and significant effect on employee engagement at PT. Bank BRI Tbk Muaro Paiti. Career development has no significant effect on employee performance at PT. Bank BRI Tbk Muaro Paiti. Competence has a positive and significant effect on employee performance at PT. Bank BRI Tbk Muaro Paiti. Employee engagement has no significant effect on employee performance at PT. Bank BRI Tbk Muaro Paiti. Career development has no significant effect on employee performance through employee engagement at PT. Bank BRI Tbk Muaro Paiti. Competence has no effect on employee performance through Employee engagement at PT. Bank BRI Tbk Muaro Paiti.

keywords : employee performance, individual career development, competency, employee engagement