

ABSTRAK

Nani, 19101155310466, Jurusan manajemen tahun 2019, Pengaruh Disiplin kerja, Pengembangan karir, Motivasi, Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Batang Hari Barisan, Dibawah bimbingan Bapak Vicky Brama Kumbara,SE,B.Ba,MM dan Ibuk Chintya Ones Charli,SE,MM. Tujuan penelitian ini adalah untu menguji pengaruh disiplin kerja, pengembangan karir, motivasi dan komitmen organisasi terhadap kinerja karyawan pada PT. Batang Hari Barisan, selain itu penelitian ini juga bertujuan untuk membuktikan bukti empiris mengenai referensi dan teori-teori dan hasil penelitian terdahulu yang dilakukan sebelumnya mengenai beberapa pengaruh yang sama berkaitan dengan judul yang diteliti dalam penelitian ini. Populasinya adalah seluruh karyawan PT. Batang Hari Barisan sebanyak 250 orang. Sampel pada penelitian ini diambil dengan menggunakan rumus slovin. Ukuran sampel diambil sebanyak 154 orang, untuk menguji hipotesis peneltian ini menggunakan teknik *Struktural Equation Model* (SEM) dengan bantuan *software smartPLS4.0.8.7*. Hasil penelitian menunjukkan bahwa disiplin kerja, pengembangan karir, motivasi dan komitmen organisasi memiliki pengaruh secara simultan atau bersama-sama terhadap variabel kinerja karyawan. Artinya hipotesis 5 dapat diterima dan disimpulkan bahwa disiplin kerja, pengembangan karir, motivasi dan komitmen organisasi berpengaruh secara simultan atau secara bersama-sama terhadap kinerja karyawan.Berdasarkan hasil penelitian ini diharapkan manajemen perusahaan dapat meningkatkan kinerja karyawan dengan meningkatkan disiplin kerja, pengembangan karir, motivasi dan komitmen organisasi pada PT. Batang Hari Barisan pada melalui masing-masing indikator.

Kata kunci: Disiplin Kerja, Pengembangan Karir, Motivasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Batang Hari Barisan.

ABSTRACT

Nani, 19101155310466, Management Department in 2019, Effect of Work Discipline, Career Development, Motivation, and Organizational Commitment on Employee Performance at PT. Batang Hari Barisan, Under the guidance of Mr. Vicky Brama Kumbara, SE, B.Ba, MM and Mrs. Chintya Ones Charli, SE, MM. The purpose of this study was to examine the effect of work discipline, career development, motivation and organizational commitment on employee performance at PT. Batang Hari Barisan, apart from that this research also aims to prove empirical evidence regarding references and theories and the results of previous research conducted previously regarding some of the same influences related to the titles examined in this study. The population is all employees of PT. Batang Hari Barisan totaling 250 people. The sample in this study was taken using the slovin formula. The sample size was taken as many as 154 people, to test the hypothesis of this research using the Structural Equation Model (SEM) technique with the help of smartPLS4.0.8.7 software. The results showed that work discipline, career development, motivation and organizational commitment have a simultaneous or joint effect on employee performance variables. This means that hypothesis 5 can be accepted and it can be concluded that work discipline, career development, motivation and organizational commitment influence simultaneously or jointly on employee performance. Based on the results of this study it is expected that company management can improve employee performance by increasing work discipline, career development, motivation and organizational commitment to PT. Batang hari barisan on through each indicator.

Keywords: *Work discipline, career development, motivation, organizational commitment and employee performance,*