

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Pengembangan Karir Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Dinas Lingkungan Hidup Kota Solok. Metode analisis data menggunakan kuesioner, dengan sampel 67 responden. Metode analisis data yang digunakan adalah Analisa Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan Pengembangan Karir terhadap Komitmen Organisasi. Terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Komitmen Organisasi. Terdapat pengaruh positif dan signifikan Pengembangan Karir terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan Komitmen Organisasi terhadap Kinerja Pegawai. Komitmen Organisasi tidak memediasi Pengembangan Karir terhadap Kinerja Pegawai. Komitmen Organisasi tidak memediasi Disiplin Kerja terhadap Kinerja Pegawai. Kontribusi variabel Pengembangan Karir dan Disiplin Kerja terhadap Kinerja Pegawai melalui Komitmen Organisasi berpengaruh sebesar 58,6% sedangkan sisanya sebesar 41,4% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak Dinas Lingkungan Hidup Kota Solok dapat meningkatkan Kinerja Pegawai dengan meningkatkan Pengembangan Karir, Disiplin Kerja, Komitmen Organisasi melalui masing-masing indikator.

Kata Kunci: Pengembangan Karir, Disiplin Kerja, Komitmen Organisasi, Dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to find out how much influence career development and work discipline have on employee performance with organizational commitment as an intervening variable at the Solok City Environment Service. Methods of data analysis using a questionnaire, with a sample of 67 respondents. The data analysis method used is Path Analysis. Based on the results of the study indicate that there is a positive and significant effect of Career Development on Organizational Commitment. There is a positive and significant effect of Work Discipline on Organizational Commitment. There is a positive and significant influence of Career Development on Employee Performance. There is a positive and significant effect of Work Discipline on Employee Performance. There is a positive and significant influence of Organizational Commitment on Employee Performance. Organizational Commitment does not mediate Career Development on Employee Performance. Organizational Commitment does not mediate Work Discipline on Employee Performance. The contribution of Career Development and Work Discipline variables to Employee Performance through Organizational Commitment has an effect of 58.6% while the remaining 41.4% is influenced by other variables outside this study. Based on the results of this study, it is hoped that the Solok City Environment Service can improve employee performance by increasing career development, work discipline, organizational commitment through each indicator.

Keywords: Career Development, Work Discipline, Organizational Commitment, and Employee Performance