

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Pengembangan Karir Dan Motivasi Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Variabel Intervening Pada Kantor Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Penelitian ini adalah model *Struktural Equation Modeling* (SEM) dengan alat bantu analisi SmartPLS 3.0. Populasi dan sampel penelitian ini adalah pegawai Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Hasil penelitian menemukan terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kepuasan Kerja pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Motivasi terhadap Kepuasan Kerja pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Pegawai pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Terdapat pengaruh positif dan signifikan antara Kepuasan Kerja terhadap Kinerja Pegawai pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Kepuasan Kerja mampu memediasi Pengembangan Karir terhadap Kinerja Pegawai pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat. Kepuasan Kerja mampu memediasi Motivasi terhadap Kinerja Pegawai pada Dinas Peternakan Dan Kesehatan Hewan Provinsi Sumatera Barat.

Kata Kunci : Pengembangan Karir, Motivasi, Kepuasan Kerja, Kinerja Pegawai

ABSTRACT

The purpose of this study was to determine how much influence career development and motivation have on employee performance with job satisfaction as an intervening variable at the Livestock and Animal Health Service Office of West Sumatra Province. This research is a Structural Equation Modeling (SEM) model with SmartPLS 3.0 analysis tools. The population and sample of this study were employees of the Livestock and Animal Health Service Office of West Sumatra Province. The results of the study found that there was a positive and significant influence between Career Development on Job Satisfaction at the Livestock and Animal Health Service Office of West Sumatra Province. There is a positive and significant influence between Motivation on Job Satisfaction at the Livestock and Animal Health Service Office of West Sumatra Province. There is a positive and significant influence between Career Development on Employee Performance at the Livestock and Animal Health Service Office of West Sumatra Province. There is a positive and significant influence between Job Satisfaction on Employee Performance at the Livestock and Animal Health Service Office of West Sumatra Province. Job Satisfaction is able to mediate Career Development on Employee Performance at the Livestock and Animal Health Service Office of West Sumatra Province. Job Satisfaction is able to mediate Motivation to Employee Performance at the Livestock and Animal Health Services of West Sumatra Province.

Keywords: *Career Development, Motivation, Job Satisfaction, Employee Performance*