

ABSTRACT

Penelitian ini bertujuan untuk mengetahui Pengaruh Promosi Jabatan dan Pelatihan Kerja terhadap Kinerja Pegawai melalui Pengembangan Karir pada Dinas Sosial Kabupaten Sijunjung. Fenomena yang diamati menunjukkan bahwa kinerja pegawai pada Dinas Sosial Kabupaten Sijunjung belum mencapai target yang telah ditentukan sehingga mengakibatkan kinerja pegawai masih belum tercapai secara optimal. Populasi dan sampel penelitian ini adalah 39 pegawai Dinas Sosial Kabupaten Sijunjung. Metode pengumpulan data melalui *survey* dan menyebarkan kuesioner. Model penelitian ini adalah *structural equation modelings* (SEM), dengan alat analisis menggunakan SmartPLS 3.0.

Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Promosi Jabatan terhadap Pengembangan Karir. Terdapat pengaruh positif dan signifikan antara Pelatihan Kerja terhadap Pengembangan Karir. Terdapat pengaruh positif dan signifikan antara Promosi Jabatan terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan antara Pelatihan Kerja terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan antara Pengembangan Karir terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan antara Promosi Jabatan terhadap Kinerja Pegawai dengan Pengembangan Karir sebagai variabel intervening. Terdapat pengaruh negatif dan tidak signifikan antara Pelatihan Kerja terhadap Kinerja Pegawai dengan Pengembangan Karir sebagai variabel intervening.

Kata kunci: Promosi Jabatan; Pelatihan Kerja; Kinerja Pegawai; Pengembangan Karir

ABSTRACT

This study aims to determine the Effect of Job Promotion and Job Training on Employee Performance through Career Development at the Social Service of Sijunjung Regency. The observed phenomenon shows that employee performance at the Social Service of Sijunjung Regency has not reached the predetermined target, resulting in employee performance still not being achieved optimally. The population and sample of this study were 39 employees of the Social Service of Sijunjung Regency. The method of data collection was through surveys and distributing questionnaires. The research model is structural equation modeling (SEM), with the analysis tool using SmartPLS 3.0.

Based on the results of the study, it shows that there is a positive and significant influence between Job Promotion and Career Development. There is a positive and significant influence between Job Training and Career Development. There is a positive and significant influence between Job Promotion and Employee Performance. There is a negative and insignificant influence between Job Training and Employee Performance. There is a negative and insignificant influence between Career Development and Employee Performance. There is a negative and insignificant influence between Job Promotion and Employee Performance with Career Development as an intervening variable. There is a negative and insignificant influence between Job Training on Employee Performance with Career Development as an intervening variable.

Keywords: *job promotion, job training, employee performance, career development*