

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Komitmen Karir, terhadap Adaptasi Karir melalui Kinerja karyawan sebagai intervening. Variabel penelitian yaitu Komunikasi (X), dan Adaptasi Karir (Y) Kinerja karyawan (Z). Metode pengumpulan data melalui survei dan mengedarkan kuesioner kepada responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis korelasi, path analysis, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Hasil penelitian menunjukkan (1) Komitmen Karir, berpengaruh positif dan signifikan terhadap Adaptasi Karir. (2) Komitmen Karir berpengaruh positif dan signifikan terhadap Kinerja. (3) Adaptasi Karir berpengaruh positif dan signifikan terhadap Kinerja (4) Komitmen Karir secara bersama-sama berpengaruh positif signifikan terhadap Adaptasi Karir (5). Komitmen Karir dan Adaptasi Karir secara bersama-sama berpengaruh positif signifikan terhadap kinerja. (6) sumbangan Model I variabel independen Komitmen Karir (X_1), terhadap variabel dependen Adaptasi Karir (Y) sebesar 0,780 atau 78,0% sedangkan sisanya 22,0% Model II variabel independen Komitmen Karir (X_1), Adaptasi Karir (Y) terhadap kinerja (Z) sebesar 0,847 atau 84,7% sedangkan sisanya 15,3% dipengaruhi variabel lain yang tidak diteliti.

Kata Kunci : Komitmen Karir, dan Adaptasi Karir dan Kinerja karyawan

ABSTRACT

This study aims to determine how much influence Career Commitments have on Career Adaptation through employee performance as intervening. Research variables are Communication (X), and Career Adaptation (Y) Employee Performance (Z). The method of collecting data through surveys and circulating questionnaires to respondents. The analytical method used is the validity and reliability test, correlation analysis, path analysis, multiple regression analysis, for hypothesis testing used, namely the t test and F test.

The results showed (1) Career Commitment, had a positive and significant effect on Career Adaptation (2) Career Commitment had a positive and significant effect on Performance (3) Career Adaptation had a positive and significant effect on Performance (4) Career Commitment jointly influential significant positive towards Career Adaptation (5). Career Commitment and Career Adaptation together have a significant positive effect on performance. (6) the contribution of Model I independent variable Career Commitment (X1), on the dependent variable Career Adaptation (Y) of 0.780 or 78.0% while the remaining 22.0% Model II independent variable Career Commitment (X1), Career Adaptation (Y) towards performance (Z) of 0.847 or 84.7% while the remaining 15.3% is influenced by other variables not examined.

Keywords: Career Commitment, and Career Adaptation and Employee Performance