

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pengembangan Karir, Budaya Organisasi terhadap Kinerja Karyawan melalui Disiplin kerja sebagai Variabel Intervening pada PT. Kereta Api Indonesia (persero) Divre II Sumbar

Populasi dalam penelitian ini adalah seluruh para karyawan PT.Kereta Api Indonesia (persero) Divre II Sumbar dengan jumlah 547 karyawan. Sample dalam penelitian ini diambil dengan teknik pengambilan sample dengan probability sampling. Maka sample pada penelitian ini berjumlah 84 Orang yang dapat mewakili dari populasi sebanyak 547 orang. Metode analisis dalam penelitian ini adalah Analisis regresi linear berganda.

Hasil penelitian ini menunjukkan bahwa Pengembangan Karir berpengaruh positif dan signifikan terhadap Disiplin Kerja, Budaya Organisasi berpengaruh positif dan signifikan terhadap Disiplin Kerja, terdapat pengaruh positif dan signifikan Pengembangan Karir terhadap Kinerja karyawan, terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Kinerja Karyawan, terdapat pengaruh positif dan signifikan Disiplin Kerja terhadap Kinerja karyawan, Disiplin Kerja tidak mediasi Pengembangan Karir terhadap Kinerja Karyawan, Disiplin Kerja memediasi Budaya Organisasi terhadap Kinerja Karyawan.

Kata Kunci : Pengembangan Karir, Budaya Organisasi, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

This study aims to determine the effect of Career Development, Organizational Culture on Employee Performance through Work Discipline as an Intervening Variable at PT. Kereta Api Indonesia (Persero) Division II Westsumatra.

The population in this study were all employees of PT.Kereta Api Indonesia (Persero) Divre II West Sumatra with a total of 547 employees. The sample in this study was taken using a sampling technique with probability sampling. So the sample in this study amounted to 84 people who can represent a population of 547 people. The method of analysis in this research is multiple linear regression analysis.

The results of this study indicate that Career Development has a positive and significant effect on Work Discipline, Organizational Culture has a positive and significant effect on Work Discipline, there is a positive and significant influence on Career Development on Employee Performance, there is a positive and significant influence on Organizational Culture on Employee Performance, there is a positive influence. and significant Work Discipline on Employee Performance, Work Discipline does not mediate Career Development on Employee Performance, Work Discipline mediates Organizational Culture on Employee Performance.

Keywords: Career Development, Organizational Culture, Work Discipline, Employee Performance