

ABSTRAK

Penelitian ini bertujuan untuk menguji Pengembangan Karir Individu dan Kompetensi pengaruhnya terhadap Kinerja Karyawan melalui Employee Engagement sebagai variabel intervening pada Bank Syariah Indonesia cabang Muara Bungo. Pada penelitian ini termasuk kepada penelitian survei yaitu suatu penelitian yang dilakukan dengan cara mengumpulkan data primer dari sampel suatu populasi dengan menggunakan instrumen kuesioner yang diolah dengan sampel 32 responden. Metode analisis yang digunakan adalah analisis regresi linear berganda dan analisis jalur menggunakan SPSS versi 25.

Hasil penelitian yang didapatkan adalah Pengembangan Karir berpengaruh positif dan signifikan terhadap Employee Engagement, Kompetensi tidak berpengaruh positif dan tidak signifikan terhadap Employee Engagement, Pengembangan karir berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Kompetensi tidak berpengaruh dan tidak signifikan terhadap kinerja karyawan, employee engagement berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dan menunjukkan hasil bahwa Employee engagement memediasi hubungan antara Pengembangan Karir terhadap Kinerja Karyawan sedangkan Employee Engagement tidak memediasi hubungan antara Kompetensi terhadap Kinerja Karyawan.

Berdasarkan hasil penelitian diharapkan manajemen perusahaan dapat meningkatkan Pengembangan Karir, Kompetensi, Kinerja Karyawan dan Employee engagement pada Bank Syariah Indonesia cabang Muara Bungo melalui peningkatan dari masing-masing indikator.

Kata kunci :Pengembangan Karir, Kompetensi, Employee Engagement, Kinerja karyawan.

ABSTRACT

This study aims to examine the influence of individual career development and competence on employee performance through employee engagement as an intervening variable at the Indonesian Islamic Bank Muara Bungo branch. This research includes survey research, which is a research conducted by collecting primary data from a sample of a population using a questionnaire instrument that is processed with a sample of 32 respondents. The analytical method used is multiple linear regression analysis and path analysis using SPSS version 25.

The results obtained are Career Development has a positive and significant effect on Employee Engagement, Competence has no positive and insignificant effect on Employee Engagement, Career development has a positive and significant effect on Employee Performance, Competence has no and no significant effect on employee performance, employee engagement has a positive effect and significant to Employee Performance. And shows the results that Employee engagement mediates the relationship between Career Development and Employee Performance while Employee Engagement does not mediate the relationship between Competence and Employee Performance.

Based on the research results, it is expected that the company's management can improve Career Development, Competence, Employee Performance and Employee engagement at Bank Syariah Indonesia Muara Bungo branch through the improvement of each indicator.

Keywords: *Career Development, Competence, Employee Engagement, Employee Performance.*