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ABSTRAK

Penelitian ini bertujuan untuk menguji "Pengembangan Karir dan Kompetensi Pengaruhnya Terhadap Kinerja Karyawan Melalui Employee Engagement Sebagai Variabel Intervening Pada Kantor Camat Sungai Pagu". Dengan menggunakan data primer yang diperoleh dengan memberikan kuesioner secara langsung kepada responden karyawan Kantor Camat Sungai Pagu. Analisis data dalam penelitian ini menggunakan uji validitas, reliabilitas, uji asumsi klasik (uji normalitas data, uji multikolinieritas, dan uji heteroskedastisitas), analisis regresi linear berganda, Analisis Jalur, koefisien determinan (R^2), koefisien regresi secara parsial (uji t), koefisien regresi secara bersama-sama (uji f), adapun keseluruhan analisis data menggunakan *software SPSS statistic 16*.

Hasil penelitian ini menyimpulkan bahwa : (1) Pengembangan karir berpengaruh negatif dan signifikan terhadap employee engagement. (2) Kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) Pengembangan karir berpengaruh positif dan signifikan terhadap employee engagement. (4) Kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan. (5) Employee engagement berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Pengembangan Karir, Kompetensi, Kinerja Karyawan, Employee Engagement

ABSTRAK

This study aims to examine "Career Development and Competence Influence on Employee Performance Through Employee Engagement as an Intervening Variable at the Sungai Pagu Sub-District Office". By using primary data obtained by giving questionnaires directly to respondents, employees of the Sungai Pagu Sub-District Office. Data analysis in this study used validity, reliability, classical assumption test (data normality test, multicollinearity test, and heteroscedasticity test), multiple linear regression analysis, Path Analysis, determinant coefficient (R²), partial regression coefficient (t test), the regression coefficients together (f test), while the overall data analysis uses SPSS statistic 16 software.

The results of this study conclude that: (1) Career development has a negative and significant effect on employee engagement. (2) Competence has a positive and significant effect on employee performance. (3) Career development has a positive and significant effect on employee engagement. (4) Competence has a positive and significant effect on employee performance. (5) Employee engagement has a positive and significant effect on employee performance.

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