

ABSTRAK

Okxy Yoga Pratama, 17101155310350, jurusan manajemen tahun 2017, Pengembangan karir individu dan kompetensi pengaruhnya terhadap kinerja karyawan melalui employe engagement sebagai variable intervening, dibawah bimbingan Bapak Dr. H. Elfiswandi Se., MM., Ak., CA dan Ibu Mardhatila Fitri Sopali, SE., MM,

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengembangan karir individu dan kompetensi terhadap kinerja karyawan dengan employe engagement sebagai variabel intervening pada Bank BRI Unit Muara Labuh. Metode yang digunakan adalah Analisis *structural Equation Modeling* (SEM) Dengan *Partial Least Square* (PLS). Dengan mengedarkan kuesioner sebanyak 40 responden.

Berdasarkan hasil penelitian menunjukkan bahwa pengembangan karir individu, kompetensi dan employe engagement berpengaruh positif dan signifikan terhadap kinerja karyawan. Kontribusi variabel pengembangan karir dan kompetensi terhadap kinerja, karyawan sebesar 59%. Dan kontribusi variabel pengembangan karir dan kompetensi terhadap *employe engagement* sebesar 74%. Selebihnya di pengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci : Pengembangan karir individu, kompetensi, employe engagement dan kinerja karyawan.

ABSTRACT

Okxy Yoga Pratama, 17101155310350, *majoring in management in 2017, individual career development and competence influence on employee performance through employee engagement as an intervening variable, under the guidance of Mr.Dr. H. Elfiswandi Se., MM., Ak., CA and Ms. Mardhatila Fitri Sopali, SE., MM,*

This study aims to determine how much individual career development and competence on employee performance with employee engagement as an intervening variable at Bank BRI Muara Labuh Unit. The method used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS). By distributing questionnaires as many as 40 respondents.

Based on the results of the study, it is shown that individual career development, competence and employee engagement have a positive and significant effect on employee performance. The contribution of career development and competence variables to employee performance is 59%. And the contribution of career development and competence variables to employee engagement is 74%. The rest is influenced by other variables outside of this study.

Keywords: Individual career development, competence, employee engagement and employee performance.