

## ABSTRAK

Agung Syaputra, No.BP 15101155310304, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh Penilaian Kinerja Dan Kualitas Kerja Terhadap Pengembangan Karir Dan Prestasi Kerja Sebagai Variabel Intervening Pada Dinas Pertanian Kabupaten Dharmasraya, dibawah bimbingan Bapak Dr.Yulasmu, SE, M.M dan Ibu Desi Permata Sari, SE, MM

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Penilaian Kinerja Dan Kualitas Kerja Terhadap Pengembangan Karir Dan Prestasi Kerja Sebagai Variabel Intervening Pada Dinas Pertanian Kabupaten Dharmasraya. Metode pengumpulan data melalui survei dan menyebarkan kuisioner, dengan sampel 98 responden yang di dapat dengan rumus sampel jenuh pada populasi Dinas Pertanian Kabupaten Dharmasraya sebanyak 98. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda dan analisis jalur. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) Penilaian Kinerja tidak berpengaruh terhadap Prestasi Kerja, Kualitas Kerja berpengaruh signifikan terhadap Prestasi Kerja, Penilaian Kinerja berpengaruh signifikan terhadap Prestasi Kerja, Kualitas Kerja berpengaruh signifikan terhadap Pengembangan Karir, Prestasi Kerja berpengaruh signifikan terhadap Pengembangan Karir, Pengaruh langsung Penilaian Kinerja lebih kecil dibandingkan pengaruh tidak langsung Penilaian Kinerja terhadap Pengembangan Karir melalui Prestasi Kerja, Pengaruh langsung Kualitas Kerja lebih kecil dibandingkan pengaruh tidak langsung Kualitas Kerja terhadap Kinerja Karyawan melalui Prestasi Kerja, Kontibusi sumbangan variabel Penilaian Kinerja dan Kualitas Kerja terhadap Prestasi Kerja adalah sebesar 47,0%. Sedangkan sisanya adalah sebesar 53,0% dipengaruhi oleh variabel lain di luar penelitian ini, Kontibusi sumbangan variabel Penilaian Kinerja, Kualitas Kerja dan Prestasi Kerja terhadap Pengembangan Karir adalah sebesar 35,4%. Sedangkan sisanya adalah sebesar 64,6% dipengaruhi oleh variabel lain di luar penelitian ini. Akhirnya penulis menyarankan untuk pihak Dinas Pertanian Kabupaten Dharmasraya meningkatkan Penilaian Kinerja dan Kualitas kerja, serta Pengembangan Karir karyawan dan Prestasi Kerja dengan penigkatan masing-masing indikatornya Karyawan sadar akan kemampuan diri, minat atau kemampuan dirinya, motivasi karyawan. Disarankan pada peneliti yang berminat melanjutkan penelitian ini, untuk menambah variable diluar model ini.

**Kata kunci :** Penilaian Kinerja, Kualitas Kerja, Pengembangan Karir, Prestasi Kerja

## ABSTRACT

Agung Syaputra, No.BP 15101155310304, Management of the Faculty of Economics and Business (2021), The Effect of Performance Appraisal and Quality of Work on Career Development and Work Performance as Intervening Variables at the Dharmasraya Regency Agriculture Office, under the guidance of Mr. Dr. Yulasmi, SE, MM and Mrs. Desi Permata Sari, SE, MM

This study aims to test how much influence the performance appraisal and work quality has on career development and work performance as an intervening variable at the Department of Agriculture, Dharmasraya Regency. Methods of data collection through surveys and distributing questionnaires, with a sample of 98 respondents obtained by the saturated sample formula in the population of the Koperindang Sawahlunto Office as many as 98. The analytical methods used are correlation analysis, multiple linear regression and path analysis. The research results obtained based on the partial test (t test), performance appraisal has no effect on job performance, work quality has a significant effect on job performance, performance appraisal has a significant effect on job performance, job quality has a significant effect on career development, job performance has a significant effect on career development. , The direct effect of performance appraisal is smaller than the indirect effect of performance appraisal on career development through job performance, the direct effect of work quality is smaller than the indirect effect of work quality on employee performance through job performance, contributing to the variable contribution of performance appraisal and work quality to job performance. amounted to 47.0%. While the rest is 53.0% influenced by other variables outside this study, the contribution of the variable contribution of Performance Appraisal, Quality of Work and Job Performance to Career Development is 35.4%. While the rest is 64.6% influenced by other variables outside of this study. Finally, the authors suggest that the Department of Agriculture of Dharmasraya Regency increase the Performance Assessment and Quality of work, as well as Employee Career Development and Job Performance by increasing each indicator. Employees are aware of their own abilities, interests or abilities, employee motivation. It is recommended that researchers who are interested in continuing this research add variables outside of this model.

**Keywords:** Performance Appraisal, Quality of Work, Career Development, Job Performance