

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Pengembangan Karir, Self-Efficacy terhadap Kinerja Karyawan dengan Budaya Organisasi sebagai variabel intervening pada Badan Pusat Statistik (BPS) kota Bukittinggi. Metode dalam penelitian ini menggunakan OLS (regresi linear berganda) dengan menggunakan alat bantu olahan SPSS 20, serta menggunakan data kuisioner dengan sampel penelitian sebanyak 39 (tiga puluh sembilan) orang yang merupakan karyawan Badan Pusat Statistik (BPS) kota Bukittinggi.

Hasil dari penelitian ini bahwa terdapat hubungan positif dan signifikan antara variabel Pengembangan Karir dan Self-Efficacy terhadap Budaya Organisasi, dan juga terdapat hubungan positif dan signifikan variabel Pengembangan Karir dan Self-Efficacy terhadap Kinerja Karyawan, serta terdapat hubungan positif dan signifikan variabel Budaya Organisasi terhadap Kinerja Karyawan pada Badan Pusat Statistik kota Bukittinggi. Kemudian Budaya Organisasi tidak mampu memediasi variabel Pengembangan Karir dan Self-Efficacy terhadap variabel Kinerja Karyawan pada Badan Pusat Statistik kota Bukittinggi

Keyword: Pengembangan Karir, Self-Efficacy, Budaya Organisasi, dan Kinerja

Karyawan

ABSTRACT

This study aims to analyze the effect of Career Development, Self-Efficacy on Employee Performance with Organizational Culture as an intervening variable at the Central Statistics Agency (BPS) the city of Bukittinggi. The method in this study uses OLS (multiple linear regression) using processing tools SPSS 20, and using questionnaire data with a research sample of 39 (thirty nine) people who are employees of the Central Statistics of Agency (BPS) the city of Bukittinggi.

The results of this study indicate that there is a positive and significant relationship between the variables of Career Development and Self-Efficacy on Organizational Culture, and there is also a positive and significant relationship between Career Development and Self-Efficacy variables on Employee Performance, and there is a positive and significant relationship between the variables of Organizational Culture and Employee Performance at the Central Statistics Agency (BPS) the city of Bukittinggi. Then the Organizational Culture is not able to mediate the variables of Career Development and Self-Efficiency on the Employee Performance variables at the Central Statistics Agency (BPS) the city of Bukittinggi.

Keyword: Career Development, Self-Efficacy, Organizational Culture, and Employee Performance