

ABSTRAK

Sherin Marinda 17101155310358 Manajemen (2021), “Pengembangan Karir Dan Kompetensi Pengaruhnya Terhadap Kinerja Pegawai Dengan Motivasi Sebagai Variabel Intervening Pada PT Karet Api Indonesia Drive II Sumbar ” Dibawah Bimbingan Bapak Robby Dharma, SE, MM Dan Bapak Deni Saputra, SE, MM.

Penelitian ini bertujuan untuk mengetahui Pengembangan Karir Dan Kompetensi Pengaruhnya Terhadap Kinerja Pegawai Dengan Motivasi Sebagai Variabel Intervening Pada PT Karet Api Indonesia Drive II Sumbar. Metode pengumpulan data melalui survey dan menyebarkan kuesioner, dengan sampel 84 responden. Metode analisis yang digunakan adalah analisis regresi berganda dan analisis jalur (*path analysis*).

Hasil penelitian yang didapatkan berdasarkan uji regresi linear berganda dan pengujian analisis jalur (*path analysis*) diperoleh : (a) pengembangan karir secara parsial berpengaruh positif dan signifikan terhadap Motivasi. Dengan demikian H_0 ditolak H_a diterima. (b) Kompetensi secara parsial berpengaruh signifikan terhadap Motivasi. (c) pengembangan karir secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dengan demikian H_0 diterima H_a ditolak. (d) kompetensi secara parsial berpengaruh signifikan terhadap kinerja pegawai. Dengan demikian diperoleh H_0 ditolak H_a diterima. (e) Motivasi secara parsial berpengaruh signifikan terhadap kinerja pegawai. Dengan demikian diperoleh H_0 diterima H_a ditolak. (f) Pengembangan Karir terhadap Kinerja Pegawai melalui Motivasi. Dimana hubungan tidak langsung lebih kecil dari hubungan langsung ($0,157 < 0,331$), maka dapat diperoleh tidak dimediasi. Berarti Motivasi tidak memediasi Pengembangan Karir terhadap Kinerja Pegawai. (g) Kompetensi terhadap Kinerja Pegawai melalui Motivasi. Dimana hubungan tidak langsung lebih besar dari hubungan langsung ($0,125 > 0,018$), maka dapat diperoleh dimediasi. Berarti Motivasi memediasi Kompetensi terhadap Kinerja Pegawai.

Akhirnya penulis menyarankan kepada PT Karet Api Drive II Sumbar Untuk Dapat Meningkatkan Pengembangan karir Dan Kompetensi Pengaruhnya Terhadap Kinerja Pegawai Dengan Motivasi Sebagai Variabel Intervening Pada PT Karet Api Drive II Sumbar.

Kata kunci: pengembangan karir ,Kompetensi, Motivasi, Kinerja Pegawai

ABSTRACT

Sherin Marinda 17101155310358 Management (2021), “*Career Development and Competence Influence on Employee Performance With Motivation as an Intervening Variable at PT Kareta Api Indonesia Drive II West Sumatra*” Under the Guidance of Mr. Robby Dharma, SE, MM and Mr. Deni Saputra, SE, MM.

This study aims to determine the influence of career development and competence on employee performance with motivation as an intervening variable at PT Kareta Api Indonesia Drive II West Sumatra. Methods of collecting data through surveys and distributing questionnaires, with a sample of 84 respondents. The analytical method used is multiple regression analysis and path analysis.

The results obtained based on multiple linear regression tests and path analysis tests obtained: (a) career development partially has a positive and significant effect on motivation. Thus H_0 is rejected, H_a is accepted. (b) Competence partially has a significant effect on motivation. (c) career development partially has a positive and significant effect on employee performance. Thus H_0 is accepted H_a is rejected. (d) competence partially has a significant effect on employee performance. Thus, H_0 is rejected, H_a is accepted. (e) Motivation partially has a significant effect on employee performance. Thus, H_0 is accepted, H_a is rejected. (f) Career Development on Employee Performance through Motivation. Where the indirect relationship is smaller than the direct relationship ($0.157 < 0.331$), it can be obtained that it is not mediated. It means that motivation does not mediate Career Development on Employee Performance. (g) Competence on Employee Performance through Motivation. Where the indirect relationship is greater than the direct relationship ($0.125 > 0.018$), it can be obtained mediated. Means that motivation mediates competence on employee performance.

Finally, the authors suggest to PT Kareta Api Drive II West Sumatra to be able to improve footer development and its influence on employee performance with motivation as an intervening variable at PT Kareta Api Drive II West Sumatra.

Keywords: *career development, competence, motivation, employee performance*