

ABSTRACT

Desy Hanan Dwi Putri, 2023. The Influence of Work Experience (X₁), Individual Characteristics (X₂), and Career Development (X₃) on Employees' Performance (Y) at PT. Semen Baturaja Tbk Quality Control Work Unit. The research was under the guidance of Dr. E. Yunita Sari, S.E., M.Si, and Rani Anwar, S.Pd., M.M

This research discussed the influence of work experience (X₁), individual characteristics (X₂), and career development (X₃) on employees' performance (Y) at PT. Semen Baturaja Tbk Quality Control Work Unit. The population in this study was all employees in the Quality Control Work Unit, totaling 33 people. This research was quantitative research with the analytical method used, namely Multiple Linear Regression Analysis using Validity and Reliability Tests. The results of the analysis showed that the variables Work Experience, Individual Characteristics, and Career Development influence employees' performance at PT Semen Baturaja Tbk Quality Control Work Unit simultaneously. Partially, individual characteristic variables had no influence on employees' performance. The coefficient of determination (Adjusted R Square) was obtained at 0.687. This showed that the contribution of work experience (X₁), individual characteristics (X₂), and career development (X₃) to employees' performance (Y) at PT. Semen Baturaja Tbk Quality Control Work Unit was 68.7%, while the remaining 31.3% was influenced by other variables not included in this research such as Leadership, Job Satisfaction, Work Environment and others (Kasmir, 2020:189)

Keywords: Work Experience, Individual Characteristics, Career Development, Employees' Performance

ABSTRAK

Desy Hanan Dwi Putri, 2023. Pengaruh Pengalaman Kerja (X_1), Karakteristik Individu (X_2), dan Pengembangan Karir (X_3) Terhadap Kinerja Karyawan (Y) Pada PT. Semen Baturaja Tbk Unit Kerja *Quality Control*. **Skripsi bimbingan oleh ibu Dr. E. Yunita Sari, S.E., M.Si, dan ibu Rani Anwar, S.Pd., M.M**

Penelitian ini membahas Pengaruh Pengalaman Kerja (X_1), Karakteristik Individu (X_2), dan Pengembangan Karir (X_3) Terhadap Kinerja Karyawan (Y) Pada PT. Semen Baturaja Tbk Unit Kerja *Quality Control*. Populasi dalam penelitian ini adalah seluruh karyawan pada Unit Kerja *Quality Control* yang berjumlah 33 orang. Penelitian ini adalah penelitian kuantitatif dengan metode analisis yang digunakan yaitu Analisis Regresi Linear Berganda yang menggunakan Uji Validitas dan Reliabilitas. Hasil analisis menunjukkan bahwa variabel Pengalaman Kerja, Karakteristik Individu, dan Pengembangan Karir berpengaruh terhadap Kinerja Karyawan pada PT Semen Baturaja Tbk Unit Kerja *Quality Control* secara simultan. Secara parsial Variabel Karakteristik Individu tidak berpengaruh terhadap Kinerja karyawan. Koefisien determinasi (*Adjusted R Square*) diperoleh sebesar 0,687. Hal ini menunjukkan bahwa sumbangan pengaruh Pengalaman Kerja (X_1), Karakteristik Individu (X_2), dan Pengembangan Karir (X_3) terhadap Kinerja Karyawan (Y) pada PT. Semen Baturaja Tbk Unit Kerja *Quality Control* sebesar 68,7%, sedangkan sisanya 31,3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam penelitian ini seperti Kepemimpinan, Kepuasan Kerja, Lingkungan Kerja dan lain-lain (Kasmir, 2020:189)

Kata Kunci : Pengalaman Kerja , Karakteristik Individu, Pengembangan Karir, Kinerja Karyawan