

ABSTRAK

Sefta Tri Saputra. 2022. Pengaruh Pengembangan Karir, Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Lubuk Batang. Skripsi Dibimbing oleh Nazipawati, S.E., M.Si. dan Darman Syafe'i, S.E., M.Si.

Penelitian ini membahas tentang pengaruh pengembangan karir, motivasi kerja dan disiplin kerja terhadap kinerja pegawai UPTD Puskesmas Lubuk Batang. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 49 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa F_{hitung} sebesar 128,418. Hasil tersebut kemudian dibandingkan dengan F tabel pada tingkat kepercayaan 95% atau $\alpha = 5\%$ dengan F tabel = $F(1 - \alpha)$ (dk pembilang (jumlah variabel independent)= 3), (dk penyebut = $49-3-1 = 45$) didapat F tabel 2,81. Jadi $F_{hitung} > F_{tabel}$ atau $128,418 > 2,81$, maka keputusannya H_0 ditolak dan H_a diterima, artinya seluruh variabel X yaitu Pengembangan Karir (X_1), Motivasi Kerja (X_2) dan Disiplin Kerja (X_3) secara bersama-sama berpengaruh signifikan terhadap kinerja pegawai UPTD Puskesmas Lubuk Batang Kabupaten OKU. Variabel Pengembangan Karir (X_1) pengaruh signifikan terhadap Kinerja pegawai UPTD Puskesmas Lubuk Batang Kabupaten OKU dan variabel Motivasi Kerja (X_2) pengaruh signifikan terhadap Kinerja pegawai UPTD Puskesmas Lubuk Batang Kabupaten OKU selanjutnya variabel Disiplin Kerja (X_3) pengaruh signifikan terhadap Kinerja pegawai UPTD Puskesmas Lubuk Batang Kabupaten OKU. Nilai Koefisien determinasi (*Adjusted R Square*) adalah sebesar 0,888 hal ini menunjukkan bahwa sebesar 88,8% sumbangan dari kinerja pegawai UPTD Puskesmas Lubuk Batang Kabupaten OKU bisa dijelaskan oleh variabel pengembangan karir, motivasi dan disiplin kerja sedangkan sisanya sebesar 11,2% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini.

Katakunci: pengembangankarir, motivasikerja, disiplinkerja, kinerjapegawai

ABSTRACT

Sefta Tri Saputra. **2022**. The Influence of Career Development, Work Motivation and Work Discipline on the Performance of UPTD Employees at LubukBatang Health Center. **Under the guidance of Nazipawati, S.E.,M.Si. and DarmanSyafe'i, S.E., M.Si.**

This study discusses the influence of career development, work motivation and work discipline on the performance of UPTD employees at the LubukBatang Health Center. The data collection technique used in this study was through the distribution of questionnaires. The total population is 49 people. The analytical method used is multiple linear regression. The results showed that the Fcount was 128.418. These results are then compared with F table at 95% confidence level or = 5% with F table = F (1 -) (dk numerator (number of independent variables) = 3), (dk denominator = 49-3-1 = 45) obtained F table 2.81. So F arithmetic > F table or 128.418 > 2.81, then the decision Ho is rejected and Ha is accepted, meaning that all X variables, namely Career Development (X1), Work Motivation (X2) and Work Discipline (X3) together have a significant influence on the performance of the employees of the UPTD LubukBatang Health Center, OKU Regency. Career Development Variables (X1) have a significant influence on the performance of UPTD employees at the LubukBatang Health Center, OKU Regency and the Work Motivation variable (X2) has a significant influence on the performance of the employees of UPTD LubukBatang Health Center, OKU Regency. The value of the coefficient of determination (Adjusted R Square) is 0.888, this indicates that 88.8% of the contribution from the employees' performance of the UPTD LubukBatang Health Center, OKU Regency can be explained by career development variables, motivation and work discipline while the remaining 11.2% is influenced by other variables besides the variables in this study.

Keywords: career development, work motivation, work discipline, employees' performance