

ABSTRAK

SENTIA APRIANI, 2022. Pengaruh Pengembangan Karir Dan Promosi Jabatan Terhadap Prestasi Kerja Karyawan Pada PT. Multi Media Selular Baturaja. Skripsi dibimbing oleh Darman Syafe'i, S.E., M.Si dan RR. Dimas Veronica Priharti, S.E., M.M. penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir dan promosi jabatan terhadap prestasi kerja karyawan pada PT. Multi Media Selular Baturaja.

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh pengembangan karir terhadap prestasi kerja karyawan PT. Multi Media Selular Baturaja dengan nilai t hitung sebesar 4,581. Variabel promosi jabatan ada pengaruh terhadap prestasi kerja karyawan PT. Multi Media Selular Baturaja dengan nilai t hitung sebesar 3,129. Secara simultan didapatkan ada pengaruh pengembangan karir dan promosi jabatan terhadap prestasi kerja karyawan pada PT. Multi Media Selular Baturaja. Koefisien determinasi (R^2) yang diperoleh sebesar 0,585. Hal ini menunjukkan berarti sumbangan pengaruh pengembangan karir dan promosi jabatan terhadap prestasi kerja karyawan sebesar 58,5% sedangkan sisanya 41,5% dipengaruhi oleh variabel lain diluar penelitian ini yaitu kemampuan, perangai, minat seorang pekerja, kejelasan, penerimaan atas penjelasan peranan seorang pekerja, dan tingkat motivasi kerja (Sutrisno,2016:151).

Kata kunci : Pengembangan Karir, Promosi Jabatan, Prestasi Kerja

ABSTRACT

SENTIA APRIANI, 2022. The Influence of Career Development and Position Promotion on Employees' Work Performance at PT. Multi Media Selular Baturaja. Under the guidance of Darman Syafe'i, S.E., M.Si and RR. Dimas Veronica Priharti, S.E., M.M. This study aimed to determine the influence of career development and promotion on employees' performance at PT. Multi Media Selular Baturaja.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis there was an influence of career development on the work performance at PT. Multi Media Selular Baturajawith a t value of 4.581. The variable of job promotion had an influence on the work performance of employees of PT. Multi Media Selular Baturaja with a t value of 3,129. Simultaneously, it was found that there was an influence of career development and promotion on the work performance of employees at PT. Multi Media Selular Baturaja. The coefficient of determination (R²) obtained was 0.585. This showed that the contribution of the influence of career development and promotion to employees' performance was 58.5% while the remaining 41.5% was influenced by other variables outside this ability, temperament, interest of a worker, clarity, acceptance of the explanation of a worker's role, and level of work motivation (Sutrisno,2016:151).

Keywords: Career Development, Promotion, Job Performance

