

ABSTRACT

Widri Kartiana (2022), The Influence of Career Development and Work Motivation on Employees' Performance at PT. Multi Media Selular Baturaja. Under the guidance of **Nazipawati, S.E., M.Si.** and **Muznah, S.T., M.M.** This research discussed the influence of career development and work motivation on employees' performance at PT. Multi Media Selular Baturaja. The population in this study were 43 employees of PT. Multi Media Selular Baturaja. The analytical method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain that the t-count of each Career Development variable (X1) was 4.299 and Work Motivation (X2) was 4.887, which was greater than the t-table value of 2.02108 which stated that all variables had a significant influence on Employees' Performance at PT. Multi Media Selular Baturaja. The calculated F value of 33,096 was greater than the F table of 3.23 stating that together Career Development and Work Motivation had a significant influence on Employees' Performance at PT. Multi Media Selular Baturaja. The coefficient of determination (R Square) was 0.623, meaning that in this case the contribution of Career Development and Work Motivation to Employees' Performance was 62.3%, while the remaining 37.7% was influenced by other variables outside this study, namely supervision, calmness, and perseverance. at work (Busro, 2020:356).

Keywords: Career Development, Work Motivation, Employees' Performance

ABSTRAK

Widri Kartiana (2022), Pengaruh Pengembangan Karir dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Multi Media Selular Baturaja. Skripsi dibawah bimbingan **Nazipawati, S.E., M.Si. dan Muznah, S.T., M.M.** Skripsi ini membahas tentang Pengaruh Pengembangan Karir dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Multi Media Selular Baturaja. Populasi dalam penelitian ini adalah 43 karyawan PT. Multi Media Selular Baturaja. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Pengembangan Karir (X1) sebesar 4,299 dan Motivasi Kerja (X2) sebesar 4,887 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,02108 menyatakan seluruh variabel berpengaruh signifikan terhadap Kinerja Karyawan Pada PT. Multi Media Selular Baturaja. Nilai F hitung sebesar 33,096 lebih besar dari F tabel sebesar 3,23 menyatakan bahwa secara bersama-sama Pengembangan Karir dan Motivasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan pada PT. Multi Media Selular Baturaja. Nilai koefisien determinasi (R Square) sebesar 0,623 artinya dalam hal ini sumbangan Pengaruh Pengembangan Karir dan Motivasi Kerja Terhadap Kinerja Karyawan sebesar 62,3%, sedangkan sisanya sebesar 37,7% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pengawasan, ketenangan, dan ketekunan dalam bekerja (Busro, 2020:356).

Kata Kunci : Pengembangan Karir, Motivasi Kerja, Kinerja Karyawan