

**PENGARUH PENGEMBANGAN KARIR DAN DISIPLIN KERJA
TERHADAP KINERJA KARYAWAN DI PT BANK ARTHA
GRAHA INTERNASIONAL**

ABSTRAKSI

Penelitian ini membahas bagaimana pengaruh pengembangan karir dan disiplin kerja terhadap kinerja karyawan di PT Bank Artha Graha Internasional cabang Gading Serpong, yang selanjutnya untuk mengetahui pengaruh yang terjadi antara pengembangan karir dan disiplin kerja terhadap kinerja karyawan di PT Bank Artha Graha Internasional cabang Gading Serpong. Data diperoleh melalui survey di PT Bank Artha Graha Internasional cabang Gading Serpong dengan menyebarkan kuesioner kepada para karyawan sebanyak 44 orang. Teknik pengambilan sampling menggunakan teknik sampel jenuh Sedangkan alat analisis menggunakan analisa regresi berganda

Hasil penelitian diperoleh bahwa pengembangan karir memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan di PT Bank Artha Graha Internasional cabang Gading Serpong, kemudian untuk disiplin kerja memiliki pengaruh negatif dan signifikan terhadap kinerja karyawan di PT Bank Artha Graha Internasional cabang Gading Serpong, dan secara simultan pengembangan karir dan disiplin kerja memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan di PT Bank Artha Graha Internasional cabang Gading Serpong.

Kata kunci : pengembangan karir, disiplin kerja, kinerja karyawan Manajemen Sumber Daya Manusia..

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ABSTRACT

This study discusses how the influence of career development and work discipline on employee performance in PT Bank Artha Graha International branch of Gading Serpong, hereinafter to know the influence that happened between career development and work discipline to employee performance at PT Bank Artha Graha International branch of Gading Serpong. Data obtained through survey at PT Bank Artha Graha International branch of Gading Serpong by distributing questionnaires to employees as many as 44 people. Sampling technique using saturated sample technique While the analysis tool uses multiple regression analysis

The result of the research shows that career development has a positive and significant influence on employee performance in PT Bank Artha Graha International Gading Serpong branch, then for work discipline has negative and significant influence on employee performance in PT Bank Artha Graha International Gading Serpong branch, and simultaneously career development and work discipline have a positive and significant impact on employee performance at PT Bank Artha Graha International branch of Gading Serpong.

Keywords : career development, work discipline, employee performance Human Resource Management.

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