

ABSTRACT

The purpose of the study was to analyze the effects of Career Development, Work Motivation, and Work Culture on Employee Performance at Kantor Pelayanan Pajak Pratama Kisaran called KPP Pratama Kisaran. The type of research is quantitative with the population of all employees of KPP Pratama Kisaran with probability sampling technique using Stratified Random Sampling method, where all employees of KPP Pratama Kisaran are categorized into Echelon, Functional personnel, Account Representatives, and staffs. Using the Slovin formula found 47 (forty seven) persons as a sample. The method of analysis used is multiple linear regression. The results showed that the independent variables of Career Development, Work Motivation and Work Culture simultaneously have significant and positive effects on the dependent variable of Employee Performance. Individually, the independent variables of Career Development, Work Motivation, Working Culture have significant and positive effects on the dependent variable of Employee Performance. Suggestions, it is necessary to create appropriate mutation and promotion patterns, provide opportunities for education and training based on employee interests and talents, motivate employees to achieve satisfactory performance, create good working relationships and improve employee compliance with applicable regulations.

Keywords: career development, work motivation, work culture, performance KPP Pratama Kisaran



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ABSTRAK

Tujuan penelitian untuk menganalisis Pengaruh Pengembangan Karir, Motivasi Kerja, dan Budaya Kerja terhadap Kinerja Pegawai pada Kantor Pelayanan Pajak Pratama Kisaran yang disebut KPP Pratama Kisaran. Jenis penelitian kuantitatif dengan populasi seluruh pegawai KPP Pratama Kisaran dengan teknik pengambilan sampel probability menggunakan metode *Stratified Random Sampling*, dimana seluruh pegawai KPP Pratama Kisaran dikelompokkan berdasarkan jabatan yaitu Eselon, Fungsional, Account Representative dan Pelaksana. Dengan menggunakan rumus Slovin ditemukan 47 (empat puluh tujuh) orang sebagai sampel. Metode analisis yang digunakan adalah regresi linier berganda. Hasil penelitian menunjukkan bahwa variable-variabel bebas Pengembangan Karir, Motivasi Kerja dan Budaya Kerja secara bersama-sama (simultan) berpengaruh secara signifikan positif terhadap variable terikat Kinerja Pegawai. Secara individu, variable-variabel bebas Pengembangan Karir, Motivasi Kerja, Budaya Kerja berpengaruh secara signifikan positif terhadap variabel terikat Kinerja Pegawai. Saran, perlu membuat pola mutasi dan promosi yang tepat, memberi kesempatan mengikuti pendidikan dan pelatihan berdasarkan minat dan bakat pegawai, memotivasi pegawai agar mencapai prestasi yang memuaskan, menciptakan hubungan kerja yang baik serta meningkatkan kepatuhan pegawai terhadap peraturan yang berlaku.

Kata kunci: pengembangan karir, motivasi kerja, budaya kerja, kinerja kpp pratama kisanan

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