

ABSTRACT

This research aims to study the effect of workload, incentive, and career planning toward employee performance of PT Perkebunan Nusantara III (Persero) Holding Company, Jakarta. The data used in this research are primary data, internal data, and secondary data. The research used quantitative approach with causal research design. Population size is 67 members from which the total population meet the criteria as the data sample. Research data which include workload, incentive, career planning, and employee performance variables were collected through questionnaires. Method of analysis uses dual linear regression analysis. The result of this research showed that: (1) work load has positive and significant effect towards employee performance; (2) incentive has positive and significant effect towards employee performance; (3) career planning has positive and significant effect towards employee performance; (4) work load, incentive, and career planning altogether have positive and significant effect towards employee performance.

Keywords: Workload, Incentive, Career Planning, Performance.



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja, insentif, dan perencanaan karir terhadap kinerja karyawan PT Perkebunan Nusantara III (Persero) Kantor Holding Jakarta. Data yang digunakan dalam penelitian ini adalah data primer, data internal, dan data sekunder. Penelitian ini menggunakan pendekatan kuantitatif dengan desain riset kausal. Populasi berjumlah 67, yang mana total populasi memenuhi kriteria sebagai sampel. Data penelitian yang berkaitan dengan variabel beban kerja, insentif, perencanaan karir, dan kinerja karyawan menggunakan instrumen berupa kuesioner. Metode analisis yang digunakan adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa: (1) beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (2) insentif berpengaruh positif dan signifikan terhadap kinerja karyawan; (3) perencanaan karir berpengaruh positif dan signifikan terhadap kinerja karyawan; (4) beban kerja, insentif, dan perencanaan karir secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: Beban Kerja, Insentif, Perencanaan Karir, Kinerja.

