

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pendidikan dan pelatihan, prestasi kerja, dan pengalaman kerja terhadap pengembangan karir karyawan PT. Pos Indonesia. Populasi untuk penelitian ini adalah sebanyak 513 karyawan. Sampel yang digunakan sebanyak 84 orang, dihitung berdasarkan rumus Slovin. Metode penarikan sampel menggunakan convenience sampling. Metode pengumpulan data menggunakan metode survei, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan Partial Least Square. Penelitian ini membuktikan bahwa pendidikan dan pelatihan berpengaruh positif namun tidak berpengaruh signifikan terhadap pengembangan karir karyawan. prestasi kerja berpengaruh positif dan signifikan terhadap pengembangan karir karyawan. dan pengalaman kerja berpengaruh positif dan signifikan terhadap pengembangan karir karyawan PT. Pos Indonesia (Kantor Cabang Pusat Daan Mogot)

Kata Kunci : Pendidikan dan Pelatihan, Prestasi Kerja, Pengalaman Kerja, Pengembangan Karir



ABSTRACT

This study aims to analyze the effect of education and training, work performance, and work experience on career development of employees of PT. Indonesian post. The population for this study were 513 employees. The sample used was 84 people, calculated based on the Slovin formula. The sampling method uses convenience sampling. The data collection method used survey method, with the research instrument was a questionnaire. Data analysis method using Partial Least Square. This study proves that the education and training has a positive but not significant effect on employee career development. Job performance has a positive and significant effect on employee career development. and work experience has a positive and significant effect on the career development of employees of PT. Pos Indonesia (Daan Mogot Headquarters Branch).

Keywords: Education and Training, Job Performance, Work Experience, Career Development

