

ABSTRACT

This study aims to determine the direct and indirect effect of motivation and competency on employee performance with career development as an intervening variable. This type of quantitative research with causal methods. The research population is all employees on duty at the Approach Control Unit (APP) of the Jakarta Branch of Perum LPPNPI. The probability sampling technique is simple random sampling. Using the slovin formula, 131.9 were found and the number of samples was rounded up to 132 ATC personnel. Retrieval of research data using a questionnaire instrument that has been tested instrument. The data analysis method uses the Structural Equation Model - Partial Least Square (SEM-PLS). The results of the study stated that (1) motivation has a positive and significant direct effect on employee performance. (2) competence has a positive and significant direct effect on employee performance. (3) motivation has a positive and significant direct effect on career development. (4) motivation has a positive and significant effect on career development. (5) career development has no direct effect on employee performance. (6) motivation has a positive and significant indirect effect on employee performance through career development. (7) competence has a positive and significant indirect effect on employee performance through career development. It is recommended that companies pay attention to the readiness of facilities and infrastructure in supporting the completion of work and implement an employee reward system according to the needs of employees - the company.

Keywords: Motivation, Competence, Career Development, Employee Performance



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh langsung maupun tidak langsung pada motivasi dan kompetensi terhadap kinerja karyawan dengan pengembangan karir sebagai variabel intervening. Jenis penelitian kuantitatif dengan metode kausal. Populasi penelitian seluruh karyawan yang bertugas pada *Approach Control Unit* (APP) Perum LPPNPI Cabang Jakarta. Teknik sampel *probability sampling* dengan *simple random sampling*. Menggunakan rumus *slovin* ditemukan 131.9 dan dibulatkan jumlah sampel sebanyak 132 personel ATC. Pengambilan data penelitian ini menggunakan instrumen kuesioner yang telah dilakukan uji instrumen. Metode analisis data menggunakan *Structural Equation Model – Partial Least Square* (SEM-PLS). Hasil penelitian menyakatan bahwa (1) motivasi berpengaruh langsung positif dan signifikan terhadap kinerja karyawan. (2) kompetensi berpengaruh langsung positif dan signifikan terhadap kinerja karyawan. (3) motivasi berpengaruh langsung positif dan signifikan terhadap pengembangan karir. (4) motivasi berpengaruh positif dan signifikan terhadap pengembangan karir. (5) pengembangan karir tidak berpengaruh langsung terhadap kinerja karyawan. (6) motivasi berpengaruh positif dan signifikan berpengaruh tidak langsung terhadap kinerja karyawan melalui pengembangan karir. (7) kompetensi berpengaruh positif dan signifikan berpengaruh tidak langsung terhadap kinerja karyawan melalui pengembangan karir. Disarankan perusahaan dapat memperhatikan kesiapan sarana serta prasarana dalam menunjang penyelesaian pekerjaan dan memberlakukan sistem penghargaan karyawan sesuai dengan kebutuhan karyawan – perusahaan.

Kata kunci: Motivasi, Kompetensi, Pengembangan Karir, Kinerja Karyawan

UNIVERSITAS
MERCU BUANA