

ABSTRAK

Riset ini bertujuan guna mengetahui pengaruh kompetensi, motivasi dan pengembangan karir terhadap Kinerja Pegawai pada Dinas Pertanian dan Perkebunan Provinsi Jawa Tengah. Teknik pengambilan sampel memakai teknik *purposive sampling* dan metode riset memakai metode analisis regresi linear berganda . Untuk populasi penelitian sebanyak 174 pegawai dan sampel yang diambil sebanyak 80 sebagai responden. Hasil penelitian menunjukkan kompetensi, motivasi dan pengembangan karir secara bersama – sama berpengaruh signifikan terhadap kinerja pegawai Dinas Pertanian dan Perkebunan Provinsi Jawa Tengah. Selanjutnya 1) kompetensi secara parsial tidak berpengaruh terhadap kinerja pegawai Dinas Pertanian dan Perkebunan Provinsi Jawa Tengah, 2) motivasi secara parsial berpengaruh positif serta signifikan terhadap kinerja Pegawai Dinas Pertanian dan Perkebunan Provinsi Jawa Tengah, 3) pengembangan karir secara parsial berpengaruh positif serta signifikan terhadap kinerja pegawai Dinas Pertanian dan Perkebunan Provinsi Jawa Tengah. Variabel yang memiliki pengaruh paling besar terhadap kinerja pegawai adalah variabel pengembangan karir.

Kata Kunci : Kompetensi, Motivasi, Pengembangan Karir, Dan Kinerja Pegawai

ABSTRACT

This research aims to determine the influence of competence, motivation and career development on the performance in the officers in the agriculture and plantation department of central java province. sampling techniques using purposive sampling techniques as well as these research method uses multiple linear regression analysis methods. For a research population of 174 employees and samples were taken as many 80 as respondents. The results showed competence, motivation and career development together with significant effect on the performance of the provicial and plantation officers of central java province. Next 1.) partial competency has no effect on the performance of provincial and plantation officers of central java , 2.) motivation has been partially positive and significant as to the performance of the provincial and plantation officers of central java province , 3.) career development partially influential positively as well as significant performance the provincial and plantation officers of central java province. variables that have the most influence on employee performance are career development variables.

Keywords: *Competence, Motivation, Career Development, and Employee Performance*