

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karir, disiplin kerja, dan motivasi terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Provinsi Jawa Tengah.

Jenis data yang digunakan adalah data primer yaitu data yang diperoleh secara langsung dari sumber asli berupa kuesioner. Sampel dalam penelitian ini adalah pegawai Dinas Perindustrian dan Perdagangan Provinsi Jawa Tengah sebanyak 136 orang. Teknik pengambilan sampel secara *proportional random sampling*. Alat uji dalam penelitian ini yaitu: pengujian validitas menggunakan analisis faktor, pengujian reliabilitas menggunakan Cronbach Alpha dan pengujian hipotesis menggunakan regresi linear berganda.

Hasil analisis dapat disimpulkan bahwa: pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata kunci: Pengembangan Karir, Disiplin Kerja, Motivasi dan Kinerja Pegawai.

ABSTRACT

This study aims to analyze the effect of career development, work discipline, and motivation on employee performance in the Department of Industry and Trade of Central Java Province.

The type of data used is primary data that is data obtained directly from the original source in the form of a questionnaire. The sample in this study was 136 employees of the Department of Industry and Trade of Central Java Province. The sampling technique was proportional random sampling. Test equipment in this research are: validity testing using factor analysis, reliability testing using Cronbach Alpha and hypothesis testing using multiple linear regression.

The results of the analysis can be concluded that: career development has a positive and significant effect on employee performance. Work discipline has a positive and significant effect on employee performance. Motivation has a positive and significant effect on employee performance.

Keywords: Career Development, Work Discipline, Motivation and Employee Performance.

