

ABSTRAK

Penelitian ini berjudul “Pengaruh Pengembangan Karir terhadap Kinerja Pegawai di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat”. Permasalahan yang dibahas dalam penelitian ini menyangkut pengembangan karir dan pengaruhnya terhadap kinerja pegawai di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat. Penelitian ini dilakukan di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat.

Tujuan dari penelitian ini adalah untuk memperoleh gambaran mengenai pengaruh pengembangan karir terhadap Kinerja Pegawai di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat. Penelitian ini menggunakan metode deskriptif dengan pendekatan kuantitatif. Teknik pengumpulan data dilakukan dengan metode angket tertutup. Populasi dalam penelitian ini adalah pegawai (non widyaiswara) di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat sebanyak 69 orang, dan untuk sampel berjumlah 40 orang.

Berdasarkan hasil perhitungan dengan menggunakan rumus *Weight Means Score* (WMS), gambaran umum variabel X (Pengembangan Karir) berada pada kategori sangat baik dengan skor rata-rata 3,25. Sementara gambaran umum variabel Y (Kinerja Pegawai) berada pada kategori sangat baik, dengan skor rata-rata 3,64. Korelasi variabel X dan Y memiliki hubungan yang signifikan. Hal ini dapat dilihat dari hasil koefisien korelasi sebesar 0,786 yang ada pada kategori kuat dan signifikan, dengan koefisien determinasi sebesar 61,7%, serta hasil analisis regresi yaitu $\hat{Y} = 17,865 + 0,785X$ yang bersifat signifikan dan linier.

Kesimpulan penelitian menyatakan pengembangan karir signifikan terhadap kinerja pegawai di Badan Pendidikan dan Pelatihan Daerah Provinsi Jawa Barat.

ABSTRACT

This research was titled "The Influence Of Career Development for Employee Performance in Education and Training Agency of West Java Province". The problems discussed in this study concern on the career development on employee performance in Education and Training Agency of West Java Province. The research was conducted in Education and Training Agency of West Java Province.

This research aims to obtain the actual description about the influence of career development to the Employee Performance in Education and Training Agency of West Java Province. This research uses descriptive quantitative approach. The data was collected by questionnaire covered. The population in this research were the employees (non-trainers) in Education and Training Agency of West Java Province as many as 69 people, and the total sample of the research were 40 people.

Based on the calculations using the formula of Weight Means Score (WMS), an overview of the variables X (Career Development) is in a very good category with an average score of 3.25. While an overview of variable Y (Employee Performance) is in the very well category, with an average score of 3.64. Correlation of variables X and Y have a significant relationship. It can be seen from the correlation coefficient is 0.786 which is in a strong category and significant, with a coefficient of determination of 61.7%, and the results of the regression analysis is $\hat{Y} = 17,865 + 0,785X$ that are both significant and linear.

The conclusion this research shows that the career development significantly influence satisfaction of employee performance in Education and Training Agency of West Java Province.