

## ABSTRAK

**Dwi Prasadhi (0901234), “Pengaruh Pengembangan Karir terhadap Motivasi Kerja Karyawan di PT. Pos Indonesia (Persero) Bandung”, dibawah bimbingan Askolani, SE.MM.**

Permasalahan yang dikajidi dalam penelitian ini adalah rendahnya motivasi kerja karyawan di PT. Pos Indonesia (Persero) Bandung yang ditandai dengan pencapaian kinerja karyawan yang belum optimal. Permasalahan ini harus segera diatasi karena apabila tidak segera ditangani dapat menjadi masalah untuk tercapainya tujuan PT. Pos Indonesia (Persero) Bandung.

Penelitian ini bertujuan untuk mengetahui gambaran mengenai pengembangan karir serta motivasi kerja karyawan dan sejauhmana pengaruh pengembangan karir terhadap motivasi kerja karyawan di PT. Pos Indonesia (Persero) Bandung. Aspek yang diteliti meliputi dua hal yaitu pengembangan karir dan motivasi kerja karyawan.

Penelitian ini menggunakan metode deskriptif dan verifikatif dengan populasi berjumlah 62 orang responden. Teknik analisis yang digunakan adalah koefisien korelasi *pearson* dan analisis regresi sederhana.

Hasil penelitian menunjukkan bahwa pengembangan karir dan motivasi kerjakaryawan di PT. Pos Indonesia (Persero) Bandung berada pada kategori sedang. Hasil perhitungan korelasi sebesar 0,674 artinya terdapat hubungan yang cukup tinggi antara pengembangan karir dengan motivasi kerja karyawan. Hasil perhitungan analisis regresi sederhana didapat persamaan  $Y = 11,596 + 0,806X$  dan  $KD = 45,43$  artinya pengaruh pengembangan karir terhadap motivasi kerja karyawan sebesar 45,43% sedangkan sisanya 54,57% dipengaruhi faktor yang tidak diteliti.

**Kata Kunci: Pengembangan Karir, Motivasi Kerja**

## ABSTRACT

**Dwi Prasadhi (0901234), “The Influence of career development against work motivation in PT. Pos Indonesia (Persero) Bandung”, under guidance Askolani, SE.MM.**

*The problem which examined in this research in the lack of employee motivation at PT Pos Indonesia (Persero) Bandung which is characterized by the attainment of employee's performance that has not been optimal. These problem should be overcome because if not promptly treated it would be a problem for the achievement of the goal of PT Pos Indonesia (Persero) Bandung.*

*This research aims to know the overview of career development and employee motivation and the extent of the influence of career development of employee motivation at PT Pos Indonesia (Persero) Bandung. The Aspect of this subjects covering two things, career development and employees work motivation.*

*This research using the descriptive and verificative methods with the population of 62 people of respondents. The data analytical techniques for this research were the pearson's correlation coefficients and simple regression analysis.*

*The research showed that career development and employees work motivation at PT Pos Indonesia (Persero) Bandung is at the middle state. Result calculation of the correlation 0,674 which means that there is a fairly high relationship between career development and employees work motivation. Simple regression analysis calculation results obtained in the equation  $Y=11,596+0,806x$  and  $KD=45,43\%$  which means that the influence of career development against employees work motivation was at 45,43% and the remaining 54,57% were affected by the other factor that not explored.*

**Keyword: Career Development, Work Motivation**