

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pengembangan Karir, Remunerasi dan Kompetensi terhadap Kinerja Karyawan melalui Motivasi sebagai variabel *Intervening*. Penelitian dilaksanakan pada PT. Safari Jaya Abadi Bondowoso dengan jumlah Populasi dan Sampel sebanyak 72 responden dianalisis menggunakan *Structural Equation Model (SEM)* dengan menggunakan aplikasi Warp PLS 5.0. Hasil penelitian ini membuktikan bahwa pengembangan karir berpengaruh positif dan signifikan terhadap motivasi kerja. remunerasi berpengaruh positif dan signifikan terhadap motivasi kerja. kompetensi berpengaruh tidak signifikan terhadap motivasi kerja. pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan. remunerasi berpengaruh positif dan signifikan terhadap kinerja karyawan. kompetensi berpengaruh tidak signifikan terhadap kinerja karyawan. motivasi kerja, berpengaruh positif dan signifikan terhadap kinerja karyawan. pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan melalui motivasi kerja. remunerasi berpengaruh positif dan signifikan terhadap kinerja karyawan melalui motivasi kerja. kompetensi berpengaruh tidak signifikan terhadap kinerja karyawan melalui motivasi kerja.

Kata Kunci: Pengembangan Karir, Remunerasi, Kompetensi, Motivasi, dan Kinerja

## ABSTRACT

*This study aims to determine the effect of Career Development, Remuneration and Competence on Employee Performance through Motivation as an Intervening variable. The research was conducted at PT. Safari Jaya Abadi Bondowoso with a total population and sample of 72 respondents were analyzed using the Structural Equation Model (SEM) using the Warp PLS5.0 application. The results of this study prove that career development has a positive and significant effect on work motivation. remuneration has a positive and significant effect on work motivation. competence has no significant effect on work motivation. career development has a positive and significant effect on employee performance. remuneration has a positive and significant effect on employee performance. competence has no significant effect on employee performance. work motivation, has a positive and significant effect on employee performance. career development has a positive and significant effect on employee performance through work motivation. remuneration has a positive and significant effect on employee performance through work motivation. competence has no significant effect on employee performance through work motivation.*

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