

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karir dan kompetensi terhadap *employee engagement* dan kinerja karyawan, menganalisis pengaruh *employee engagement* terhadap kinerja karyawan, dan menganalisis peran *employee engagement* dalam memediasi pengembangan karir dan kompetensi terhadap kinerja karyawan. Penelitian ini menggunakan metode penelitian eksplanatif. Populasi dalam penelitian ini adalah seluruh pegawai kelurahan di Kabupaten Jember yang dalam pengambilan sampel menggunakan metode sampel jenuh/metode sensus. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis jalur dengan menggunakan model SEM (Structural Equation Modeling) atau *Structural Equation Model* dengan program Warp PLS 7.0. Hasil penelitian menunjukkan bahwa pengembangan karir berpengaruh signifikan terhadap kinerja karyawan. Kompetensi tidak berpengaruh signifikan terhadap kinerja karyawan. Pengembangan karir berpengaruh signifikan terhadap *employee engagement*. Kompetensi berpengaruh signifikan terhadap *employee engagement*. *Employee engagement* berpengaruh signifikan terhadap kinerja karyawan. Pengembangan karir tidak berpengaruh signifikan terhadap kinerja karyawan melalui *employee engagement*. Dan, kompetensi berpengaruh signifikan terhadap kinerja karyawan melalui *employee engagement*.

**Kata Kunci:** Pengembangan Karir, Kompetensi, *Employee Engagement*, dan Kinerja Karyawan

## ABSTRACT

*This research is intended to analyze the effect of career development and competency on employee engagement and employee performance, analyze the effect of employee engagement on employee performance, and analyze the role of employee engagement in mediating career development and competency on employee performance. This research uses explanatory research. The population in this study were all sub-district employees in Jember Regency who in taking samples applied the saturated sample method/census method. The data analysis technique used in this research was path analysis using the SEM (Structural Equation Modeling) model or Structural Equation Model with the Warp PLS 7.0 program. The research results show that career development has significant effect on employee performance. Competency has insignificant effect on employee performance. Employee engagement has significant effect on employee performance. Career development has significant effect on employee engagement. Competency has significant effect on employee engagement. Career development has insignificant effect on employee performance through employee engagement. And, competency has significant effect on employee performance through employee engagement.*

**Keywords:** Career Development, Competency, Employee Engagement, and Employee Performance