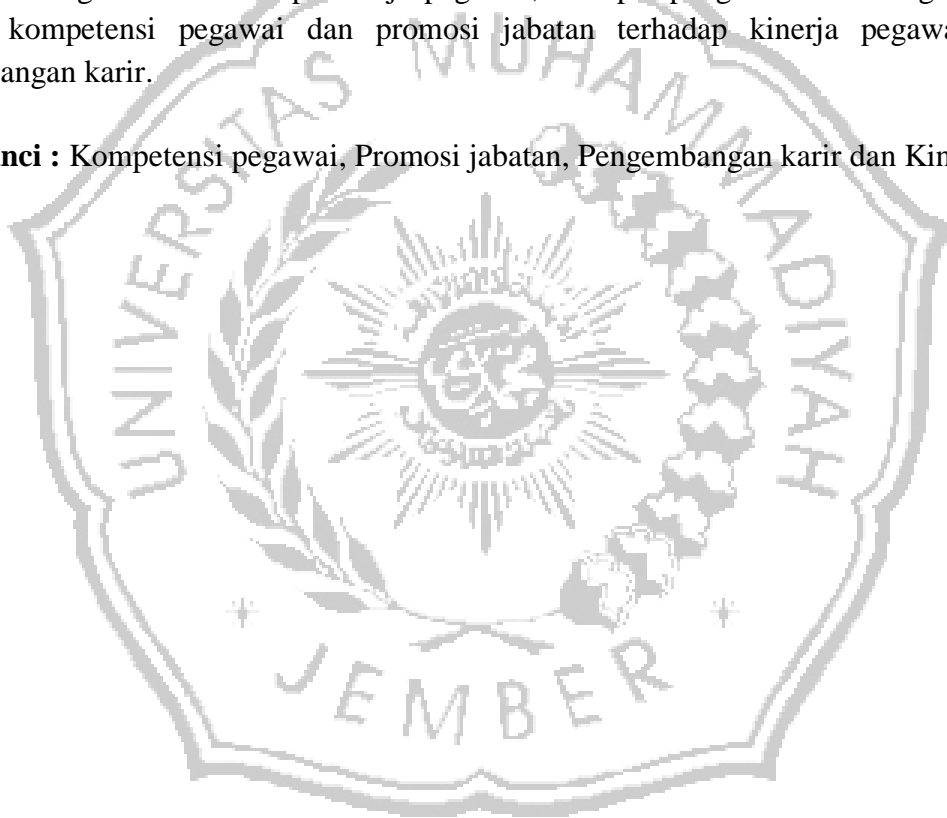


## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui secara langsung maupun tidak langsung pengaruh kompetensi pegawai dan promosi jabatan terhadap kinerja pegawai melalui pengembangan karir sebagai Variabel *intervening* pada Kantor Kecamatan Se-Kabupaten Bondowoso. Jumlah sampel dalam penelitian ini adalah 161 reponden. Teknik analisis yang digunakan adalah *Structural Equation Model* (SEM) dengan menggunakan WarpPLS 6.0. Hasil analisis data menunjukkan bahwa variabel kompetensi pegawai berpengaruh signifikan terhadap pengembangan karir, promosi jabatan berpengaruh signifikan terhadap pengembangan karir, kompetensi pegawai berpengaruh signifikan terhadap kinerja pegawai, promosi jabatan berpengaruh signifikan terhadap kinerja pegawai, pengembangan karir berpengaruh signifikan terhadap kinerja pegawai, terdapat pengaruh tidak langsung antara variabel kompetensi pegawai dan promosi jabatan terhadap kinerja pegawai melalui pengembangan karir.

**Kata Kunci :** Kompetensi pegawai, Promosi jabatan, Pengembangan karir dan Kinerja pegawai



## **ABSTRACT**

*The purpose of this study was to determine directly or indirectly the effect of employee competence and job promotion on employee performance through career development as an intervening variable in the Sub-District Office of Bondowoso. The number of samples in this study were 161 respondents. The analysis technique used is the Structural Equation Model (SEM) using WarpPLS 5.0. The results of data analysis show that employee competency variables have a significant effect on career development, position promotions have a significant effect on career development, employee competencies have a significant effect on employee performance, promotions have a significant effect on employee performance, career development has a significant effect on employee performance, there is an indirect effect between employee competency variables and job promotions on employee performance through career development.*

**Keywords:** *Employee competence, Job promotion, Career development and Employee performance*

