

ABSTRAK

Adanya penelitian ini bertujuan untuk mengetahui pengaruh perencanaan karir dan motivasi kerja terhadap kinerja karyawan secara parsial. Pada penelitian ini pengambilan sampel sebanyak 50 responden pada karyawan PT. Telkom Jember. Data penelitian ini dikumpulkan dengan alat bantu berupa wawancara, observasi, dan kuesioner. Alat analisis menggunakan regresi linear berganda dengan software SPSS 21. Analisis yang digunakan meliputi uji validitas, uji reabilitas, dan uji asumsi klasik yang didalamnya terdapat uji normalitas, uji multikolinearitas, uji heterokedastisitas serta uji hipotesis berupa uji t dan uji koefisien determinasi. Hasil penelitian menunjukkan bahwa variabel perencanaan karir dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci : perencanaan karir, motivasi kerja, dan kinerja karyawan.



ABSTRACT

The existence of this study aims to determine the effect of career planning and work motivation on employee performance partially. In this study the sample stability of 50 respondents on employees of PT. Telkom Jember. The data of this research were collected with the aid of interview, observation, and questionnaire. Analyzer uses multiple linear regression with SPSS 21 software. The analysis used include validity test, reability test, and classical assumption test in which there is normality test, multicollinearity test, heterokedasticity test and hypothesis test in the form of t test and coefficient of determination test. The results showed that the variables of career planning and work motivation have a positive and significant effect on employee performance.

Keywords : career planning, work motivation, and employee performance.

