ABSTRAK

Penelitian ini meneliti tentang pengaruh disiplin kerja, motivasi, dan pengembangan karir terhadap kinerja pegawai Graha Bumiputera di Surabaya. Pengujian hipotesis dilakukan dengan menyebar kuesioner kepada 40 pegawai Graha Bumiputera di Surabaya. Metode analisis yang digunakan dalam penelitian ini meliputi Uji Instrumen Statistik (uji t_{test}, uji F_{test}, uji R^2 pengujian hipotesis dilakukan dengan menggunakan *Software IBM SPSS Statistics 25*.

Hasil analisis data menunjukkan bahwa uji regresi menghasilkan persamaan sebagai berikut **Y=40.707 + 0.120X$_1$ + 0.485X$_2$ + 0.671X$_3$**

Dalam uji hipotesis, terdapat pengaruh parsial antara disiplin kerja, motivasi, dan pengembangan karir terhadap kinerja pegawai Graha Bumiputera di Surabaya. Terdapat pengaruh simultan antara disiplin kerja,motivasi, dan pengembangan karir terhadap kinerja pegawai Graha Bumiputera di Surabaya.

Kata kunci: disiplin kerja, motivasi, pengembangan karir, kinerja pegawai

ABSTRACT

This study examines the effect of work discipline, motivation, and career development on the performance of Graha Bumiputera employees in Surabaya. Hypothesis testing is done by distributing questionnaires to 40 Graha Bumiputera employees in Surabaya. The analytical methods used in this study include Test (validity and reliability test), Classical Assumption Test (Instrument multicollinearity test, heteroscedasticity test, and normality test), Multiple Linear Regression Analysis Statistical Test (t_{test} test, F_{test} test, R^2 hypothesis testing performed using IBM SPSS statistics software 25.

The results of data analysis show that the regression test produces the following equation **$Y = 40,707 + 0.120X_1 + 0.485X_2 + 0.671X_3$**

In the hypothesis test, there is a partial influence between work discipline, motivation, and career development on the performance of Graha Bumiputera employees in Surabaya. There is a simultaneous influence between work discipline, motivation, and career development on the performance of Graha Bumiputera employees in Surabaya.

Keywords: work discipline, motivation, career development, emplooyee performance