

## **ABSTRAK**

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh perencanaan tenaga kerja, disiplin kerja, teknologi dan pengembangan karir terhadap kinerja karyawan di PT. Multi Niaga Energi Surabaya. Metode penelitian ini yaitu metode kuantitatif, pengumpulan data menggunakan kuisioner. Sampel yang digunakan 94 karyawan PT. Multi Niaga Energi Surabaya. Analisa data menggunakan regresi linier berganda. Hasil dari penelitian ini membuktikan dan memberi kesimpulan bahwa: (1) Perencanaan tenaga kerja berpengaruh terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 4,1%. (2) Disiplin kerja berpengaruh terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 37,1%. (3) Teknologi berpengaruh terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 30,8%. (4) Pengembangan karir berpengaruh terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 16,5%. (5) Perencanaan tenaga kerja, disiplin kerja, teknologi dan pengembangan karir berpengaruh secara simultan terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 60,0%. (6) Variabel disiplin kerja memiliki pengaruh dominan diantara perencanaan tenaga kerja, teknologi dan pengembangan karir terhadap kinerja karyawan di PT Multi Niaga Energi Surabaya sebesar 37,1%.

**Kata Kunci : Perencanaan Tenaga Kerja, Disiplin Kerja, Teknologi, Pengembangan Karir, Kinerja Karyawan.**

## ABSTRACT

*The purpose of this study was to analyze the effect of manpower planning, work discipline, technology and career development on employee performance at PT. Multi Commerce Energy Surabaya. This study uses validity, reliability, path analysis and samples used by 94 employees of PT. Multi Commerce Energy Surabaya. The results of this study prove and conclude that: (1) Manpower planning has an effect on employee performance at PT Multi Niaga Energi Surabaya by 4,1%. (2) Work discipline affects employee performance at PT Multi Niaga Energi Surabaya by 37,1%. (3) Technology has an effect on employee performance at PT Multi Niaga Energi Surabaya by 30,8%. (4) Career development has an effect on employee performance at PT Multi Niaga Energi Surabaya by 16,5%. (5) Manpower planning, work discipline, technology and career development simultaneously affect employee performance at PT Multi Niaga Energi Surabaya 60,0%. (6) The work discipline variable has a dominant influence between workforce planning, technology and career development on employee performance at PT Multi Niaga Energi Surabaya by 37,1%.*

***Keywords : Manpower Planning, Work Discipline, Technology, Career Development, Employee Performance.***