

ABSTRAK

Kualitas SDM menjadi salah satu permasalahan yang serius dalam sebuah industri, hal ini tidak hanya dialami oleh pemerintahan , tetapi juga perusahaan swasta. Oleh sebab itu, penyusunan dan perencanaan sumber daya manusia harus dilakukan oleh perusahaan dalam rangka pengembangan karyawan melalui program pengembangan karir, motivasi dan lainnya. Penulis mengambil contoh kasus di PT IM2 (yang selanjutnya disebut perusahaan terkait), penurunan terhadap kinerja menjadi kasus yang serius yang butuh perhatian khusus pihak manajemen. Penulis melakukan penelitian sejauh mana pengaruh pengembangan karir, motivasi kerja terhadap kinerja di PT IM2, dengan di mediasi kepuasan kerja. Penelitian ini menggunakan pendekatan kuantitatif yaitu dilakukannya survey terhadap seluruh karyawan yang ada di PT IM2 Surabaya sebanyak 50 orang. Dalam proses pengumpulan data penulis menggunakan kuesioner yang sudah di uji realibilitas dan validitasnya dan penulis melakukan analisis data yang digunakan menggunakan *path analyst* atau analisis jalur. Hasil pengujian menunjukkan bawah pengembangan karir berpengaruh signifikan terhadap kinerja, motivasi kerja berpengaruh signifikan terhadap kinerja, pengembangan karir berpengaruh signifikan terhadap kinerja dengan dimediasi kepuasan kerja, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja dengan dimediasi kepuasan kerja, pengembangan karir berpengaruh signifikan terhadap kepuasan kerja, dan motivasi kerja berpengaruh positif terhadap kepuasan kerja.

Kata Kunci : Pengembangan Karir, Motivasi, Kepuasan Kerja, Kinerja.

ABSTRACT

The quality of human resources is one of the serious problems in an industry, this is not only experienced by the government, but also private companies. Therefore, the preparation and planning of human resources must be carried out by the company in the context of employee development through career development programs, motivation and others. The author takes the example of the case at PT IM2 (hereinafter referred to as the related company), the decline in performance is a serious case that requires special attention from the management. The author conducted a study of the extent to which the influence of career development and motivation on employee performance at PT IM2, by mediating job satisfaction. This research was carried out with a quantitative approach by conducting a survey of all employees at PT IM2 Surabaya as many as 50 people. For collection data we uses a questionnaire that has been tested for reliability and validity and the author analyzes the data used using path analysis or path analysis. The test results show that career development has a positive and significant effect on performance, work motivation has a positive and significant effect on performance, career development has a positive and significant effect on performance mediated by job satisfaction, work motivation has a positive and significant effect on performance mediated by job satisfaction, career development positive and significant effect on job satisfaction, and work motivation has a positive effect on job satisfaction.

Keyword: Career Development, Work Motivation, Job Satisfaction, Employee Performance.