

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh pengembangan karir, mutasi dan konflik kerja terhadap kinerja petugas penjaga perlintasan kereta api di wilayah kota Surabaya Metode yang digunakan adalah metode deskriptif dengan pendekatan asosiatif, Populasi sebanyak 100 orang, teknik sampling yang digunakan adalah proporsional random sampling menggunakan metode teknik sampling menggunakan rumus Slovin dengan sampel sebanyak 84 responden. Analisis data menggunakan analisis regresi, analisis koefisien korelasi, analisis koefisien determinasi dan uji hipotesis .Berdasarkan hasil penelitian pengembangan karir (X1) mutasi (X2) dan konflik kerja (X3) berpengaruh positif dan signifikan terhadap kinerja petugas penjaga perlintasan kereta api (Y) dengan persamaan regresi $Y = 9,864 + 0,456 + 0,052 + 0,015$. Nilai koefisien korelasi diperoleh sebesar 0,676 artinya variabel bebas dengan variabel terikat memiliki pengaruh yang kuat dengan koefisien determinasi atau pengaruh secara simultan sebesar 45,6% sedangkan sisanya sebesar 54,4% dipengaruhi faktor lain. Uji hipotesis diperoleh nilai F hitung > F tabel atau (22,082 > 2,720), hal tersebut juga diperkuat dengan probability signifikansi $0,000 < 0,05$. Dengan demikian H0 ditolak dan H4 diterima . Artinya terdapat pengaruh positif dan signifikan secara simultan antara antara pengembangan karir, mutasi dan konflik kerja terhadap kinerja petugas penjaga perlintasan kereta api di wilayah kota surabaya .

Kata Kunci : Pengembangan, Karir, mutasi, konflik , Kinerja

ABSTRACT

The purpose of this study was to determine the effect of career development, mutation and work conflict on the performance of railroad crossing guards in the city of Surabaya. The method used is a descriptive method with an associative approach, the population is 100 people, the sampling technique used is proportional random sampling using the Slovin formula with a sample of 84 respondents. Data analysis used regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. regression equation $Y = 9.864 + 0.456 + 0.052 + 0.015$. The correlation coefficient value is obtained at 0, 676 means that the independent variable with the dependent variable has a strong influence with a coefficient of determination or simultaneous influence of 45.6% while the remaining 54.4% is influenced by other factors. Hypothesis testing is obtained by the calculated F value > F table or (22,082 > 2,720), this is also reinforced by a significance probability of $0.000 < 0.05$. Thus H_0 is rejected and H_4 is accepted. This means that there is a simultaneous positive and significant influence between career development, transfer and work conflict on the performance of railroad crossing guards in the city of Surabaya. Hypothesis testing is obtained by the calculated F value > F table or (22,082 > 2,720), this is also reinforced by a significance probability of $0.000 < 0.05$. Thus H_0 is rejected and H_4 is accepted. This means that there is a simultaneous positive and significant influence between career development, transfer and work conflict on the performance of railroad crossing guards in the city of Surabaya. Hypothesis testing is obtained by the calculated F value > F table or (22,082 > 2,720), this is also reinforced by a significance probability of $0.000 < 0.05$. Thus H_0 is rejected and H_4 is accepted. This means that there is a simultaneous positive and significant influence between career development, transfer and work conflict on the performance of railroad crossing guards in the city of Surabaya.

Keywords : Development, Career, mutation, conflict, Performance