

PENGARUH KOMPETENSI, DISIPLIN KERJA, DAN PENGEMBANGAN KARIR TERHADAP KINERJA PEGAWAI DI DINAS PENDIDIKAN DAN KEBUDAYAAN KABUPATEN MAGELANG

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, disiplin kerja, dan pengembangan karir terhadap kinerja pegawai. Penelitian ini dilakukan di Dinas Pendidikan dan Kebudayaan Kabupaten Magelang dengan mengumpulkan data dan menyebar kuesioner. Jumlah populasi penelitian ini yaitu 80 dan diambil 45 sampel dengan teknik *purposive sampling*. Analisis yang digunakan uji validitas, reliabilitas, asumsi klasik, regresi linier berganda, koefisien determinasi, uji t, dan uji F. Hasil penelitian menunjukkan bahwa kompetensi berpengaruh negatif dan signifikan terhadap kinerja pegawai, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara bersamaan atau simultan kompetensi, disiplin kerja dan pengembangan karir berpengaruh signifikan terhadap kinerja pegawai.

Kata Kunci : Kompetensi, Disiplin Kerja, Pengembangan Karir, Kinerja pegawai

THE EFFECT OF COMPETENCY, WORK DISCIPLINE, AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE IN DEPARTMENT OF EDUCATION AND CULTURE, MAGELANG DISTRICT

ABSTRACT

This study aims to determine the effect of competence, work discipline, and career development on employee performance. This research was conducted at the Magelang Regency Education and Culture Office by collecting data and distributing questionnaires. The population of this study was 80 and 45 samples were taken using purposive sampling technique. The analysis used the validity, reliability, classical assumptions, multiple linear regression, coefficient of determination, t test, and F test. The results showed that competence has a negative and significant effect on employee performance, work discipline has a positive and significant effect on employee performance, career development. positive and significant effect on employee performance. Simultaneously or simultaneously competence, work discipline and career development have a significant effect on employee performance.

Keywords: *Competence, Work Discipline, Career Development, Employee Performance*