

**PENGARUH *LEARNING ORGANIZATION*, KEPEMIMPINAN,
DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN
PADA LEMBAGA PEMASYARAKATAN KELAS IIA BENGKALIS,
RIAU**

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh *learning organization*, kepemimpinan, dan pengembangan karir terhadap kinerja karyawan pada lembaga pemasyarakatan kelas. Sampel dalam penelitian ini sebanyak 50 responden. Teknik pengambilan sampel menggunakan sampel purposive sampling. Jenis penelitian adalah penelitian kuantitatif yang menggunakan alat statistik deskriptif dan inferensial. Hasil penelitian menunjukkan bahwa *learning organization* berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepemimpinan tidak berpengaruh signifikan terhadap kinerja karyawan. Pengembangan karir tidak berpengaruh signifikan terhadap kinerja karyawan. *Learning organization*, kepemimpinan dan pengembangan karir secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan dan variabel yang paling dominan berpengaruh terhadap kinerja karyawan adalah variabel *learning organization*.
Kata Kunci : *learning organization*, kepemimpinan , pengembangan karir dan Kinerja Karyawan.

***INFLUENCE OF LEARNING ORGANIZATION, LEADERSHIP,
AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT
CLASS IIA CORPORATE INSTITUTIONS, BENGKALIS, RIAU***

ABSTRACT

The purpose of this study was to determine the effect of learning organization, leadership, and career development on the performance of employees in a class correctional institution. The sample in this study were 50 respondents. The sampling technique used was purposive sampling. This type of research is quantitative research that uses descriptive and inferential statistical tools. The results showed that learning organizing had a positive and significant impact on employee performance. Leadership has no significant effect on employee performance. Career development has no significant effect on employee performance. Learning organizing, leadership and career development simultaneously have a positive and significant effect on employee performance and the most dominant variable affecting employee performance is the learning organizing variable.

Keywords: learning organizing, leadership, career development and employee performance.