

Pengaruh Pengembangan Karir, Karakteristik Individu Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada FIFGROUP Denpasar

Abstrak

Kinerja merupakan hasil kerja karyawan dalam periode tertentu. Penelitian dilakukan karena adanya fenomena yaitu fluktuasi kredit bermasalah yang diindikasikan kurangnya kesempatan untuk mengembangkan karir dan karyawan kurang tertarik dengan pekerjaan yang diberikan, karyawan juga menyatakan keberatan saat diminta lembur.

Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir, karakteristik individu dan komitmen organisasi terhadap kinerja karyawan pada FIFGROUP Denpasar. Penelitian dilakukan di FIFGROUP Denpasar dimana terjadi fluktuasi kredit macet selama 3 tahun terakhir. Populasi adalah seluruh karyawan sebanyak 65 responden dan sampel ditentukan dengan metode penentuan sampel menggunakan teknik sensus. Pengumpulan data dilakukan melalui observasi, studi dokumentasi, wawancara dan kuesioner. Teknik analisis yang digunakan adalah regresi linear berganda.

Hasil penelitian menunjukkan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan FIFGROUP Denpasar, karakteristik individu berpengaruh positif dan signifikan terhadap kinerja karyawan FIFGROUP Denpasar dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan FIFGROUP Denpasar.

Kata Kunci : *Pengembangan Karir, Karakteristik Individu serta Komitmen Organisasi dan Kinerja Karyawan*

***The Effect of Career Development, Individual Characteristics and
Organizational Commitment on Employee Performance at FIFGROUP
Denpasar***

Abstract

Performance is the result of employee work in a certain period. The research was conducted due to a phenomenon, namely fluctuations in non-performing loans which indicated a lack of opportunities to develop careers and employees were less interested in the work provided, employees also expressed objections when asked to work overtime.

This study aims to determine the effect of career development, individual characteristics and organizational commitment on employee performance at FIFGROUP Denpasar. The research was conducted at FIFGROUP Denpasar where there have been fluctuations in bad loans for the last 3 years. The population is all employees as much as 65 respondents and the sample is determined by the method of determining the sample using a census technique. Data was collected through observation, documentation studies, interviews and questionnaires. The analysis technique used is multiple linear regression.

The results show that career development has a positive and significant effect on the performance of FIFGROUP Denpasar employees, individual characteristics have a positive and significant impact on the performance of FIFGROUP Denpasar employees and organizational commitment has a positive and significant impact on the performance of FIFGROUP Denpasar employees.

Keywords: Career Development, Individual Characteristics and Organizational Commitment and Employee Performance