Career development is a series of one’s job position in his or her particular lifetime. It consists of employee’s activities to accomplish a career plan. It is a continuation of career plan process. These activities must be supported by the human resources department or the manager. In other words, self development must be done personally from career planning to its implementation in order to achieve career target and give benefit to the company.

It is a qualitative research which employs a descriptive approach. Here, researcher describes the efforts of PT. Ciomas Adisatwa. Therefore, the researcher conducts observation and interviews and then analyzes the results. Then, the next steps are to present the interview result and draw a conclusion.

Career development is carried out after making a career planning. It can be done in various way such as education, work achievement, and work experience. An employee is considered to have an optimal performance from the company target, work rules, and the employee’s innovations which support the company future strategies.

From the employee’s perspective, a high commitment will lead to employee’s career promotion. Generally, companies reward employees for their dedication to the companies. From the company’s perspective, employees with a high commitment to the company will give a high contribution to the company in the term of work stability.