

ABSTRACT

Ihdi Bahrun Nafi ` , 2013. Thesis. Title: "In the Career Development Model To Boost Employee Performance (Study on PT. State Electricity Company (Persero) Malang area)"

Advisor: Prof. Dr.. H. Muhammad Djakfar, SH., M.Ag.

Keywords: Career, Performance.

Performance is a result that can be achieved by a person or group of people in an organization, in accordance with the authority and responsibilities of each in order to achieve the goals of the organization concerned legally, do not violate the law and in accordance with the moral and ethical. With the achievement of better employee performance, of course, a positive impact on improving the performance of the company. One way to improve the performance of employees is by providing better career opportunities. Career is all jobs held during the life of a person at work. With career planning and development programmed by the company can be expected to improve employee performance.

This research aimed to examine the career development model of the company that can improve employee performance. This research uses interviews and field observations. The data were taken in the form of words and actions as a primary source, while the documentation or notes written in the field as a secondary source.

The results obtained in this study stated that the model of career development that is owned by a company can improve employee performance. Employees are given the opportunity to be in the desired position by using some the proposal from company that will be agreement according their skill have them, after that an employee can occupy for suitable position in company. When an employee in on his new position , they do preview existing staff during few semester are palaced on the new position. After occupying an employee have to good existing carefully and good performance . After that an employee is placed permanently.