

ABSTRACT

Nur Yati, 2014 Thesis. Title: "The Influence of Career Development on Employee Performance At Regional Water Company (PDAM) Malang"

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The existence of qualified human resources and competence is one of the aspects that influence in a company to be able to achieve all its objectives. Therefore, the existing human resource quality should be developed so as to achieve optimum performance and continues to evolve in accordance with the demands of the current era of globalization. One aspect that is capable of improving the performance of employees with career development which, because of the absence of career development, employees are given the opportunity to develop knowledge through education or career program implemented by the company so that employees are able to achieve higher career . With the company's attention to career development, is expected to motivate employees to improve their performance.

This study aims to determine the effect of simultaneous, partial, and the most dominant variable affecting career development includes individual career development and career development on employee performance organizationally PDAM Malang. This research uses quantitative research. The analysis model used is multiple linear regression. Previously, testing the validity and reliability, along with the classical assumption of research data.

Based on the results of the study showed that simultaneous (Test F) individual career development and career development at an organizational level have a considerable influence on the performance of employees by F count > F table at (48.701 > 3.19). Then partially (t test) for individual career development 5,595, whereas in organizational career development at 2.089, and t table is 2.008 . From this it can be concluded that t count > t table which means H_a accepted and H_o rejected , then the most influential variable is the dominant variable individual career development on employee performance .