

## ABSTRAK

Judul : Pengaruh Pengembangan Karir, Kompetensi dan Komitmen Organisasi terhadap Kinerja Karyawan pada PT. Selamat Sempana Perkasa Tangerang.

Nama : Ismawati

Program Studi : Manajemen

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh pengembangan karir dan kompetensi terhadap kinerja karyawan melalui komitmen organisasi di PT Selamat Sempana Perkasa, Tangerang. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah non probability sampling dengan metode sampel jenuh. Jumlah responden yang diambil sebanyak 100 responden. Metode analisis yang digunakan yaitu analisis jalur *path*.

Hasil penelitian menunjukkan bahwa pengembangan karir berpengaruh secara positif dan signifikan terhadap komitmen organisasi, kompetensi tidak berpengaruh terhadap komitmen organisasi, pengembangan karir berpengaruh secara positif dan signifikan terhadap kinerja karyawan, kompetensi tidak berpengaruh terhadap kinerja karyawan, komitmen organisasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan, komitmen organisasi tidak memediasi hubungan antara pengembangan karir terhadap kinerja karyawan dan komitmen organisasi tidak memediasi hubungan antara kompetensi terhadap kinerja karyawan.

### **Kata kunci:**

**Pengembangan karir, kompetensi, komitmen organisasi, kinerja karyawan**

**ABSTRACT**

**Title** : *The Influence of Career Development, Competence and Organizational Commitment to Employee Performance at PT. Selamat Sempana Perkasa Tangerang*

**Name** : Ismawati

**Program Study** : Management

*The purpose of this study was to determine the effect of career development and competence on employee performance through organizational commitment at PT Selamat Sempana Perkasa, Tangerang. The sampling technique used in this study is non-probability sampling with the saturated sample method. The number of respondents taken as many as 100 respondents. The analytical method used is path analysis.*

*The results showed that career development had a positive and significant effect on organizational commitment, competence had no effect on organizational commitment, career development had a positive and significant effect on employee performance, competence had no effect on employee performance, organizational commitment had a positive and significant effect on employee performance, organizational commitment does not mediate the relationship between career development and employee performance, and organizational commitment does not mediate the relationship between competence and employee performance.*

**Keywords:**

***Career development, competence, organizational commitment, employee performance***