

ABSTRAK

Athiyah Zanjabila Qasim, 2022. Pengaruh Pengembangan Karir dan Pelatihan terhadap Kinerja Pegawai dengan Motivasi Sebagai Variabel Mediasi pada PT. PLN (Persero) Unit Pelaksanaan Pelayanan Pelanggan (UP3) Kota Ternate. Ketua Komisi : Ruslan A. Kamis, Anggota Komisi : Zulkifli.

Penelitian ini dilakukan untuk mengetahui pengaruh Pengembangan Karir dan Pelatihan terhadap Kinerja Pegawai dengan Motivasi Sebagai Variabel Mediasi pada PT. PLN (Persero) Unit Pelaksanaan Pelayanan Pelanggan (UP3) Kota Ternate. Jumlah sampel penelitian sebanyak 49 orang pegawai. Penelitian ini menggunakan metode deskriptif kuantitatif. Data analisis menggunakan *SmartPLS* (v.3.0).

Hasil penelitian menunjukkan bahwa pengembangan karir memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, pelatihan memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, motivasi tidak memiliki pengaruh terhadap kinerja pegawai, pengembangan karir tidak berpengaruh terhadap motivasi, pelatihan tidak memiliki pengaruh terhadap motivasi, motivasi tidak dapat memediasihubungan antara pengembangan karir terhadap kinerja pegawai sedangkan motivasi tidak dapat memediasi hubungan antara pelatihan terhadap kinerja pegawai.

Kata Kunci : Kinerja Pegawai, Motivasi, Pelatihan, Pengembangan Karir

ABSTRACT

Athyah Zanjabila Qasim, 2022. *The Effect of Career Development and Training on Employee Performance With Motivation as a Mediation Variable At PT. PLN (Persero) Ternate City Customer Service Implementation Unit (UP3). Commission Chairman: Ruslan A. Kamis, Commission Member : Zulkifli.*

This research was conducted to determine the effect of career development and training on employee performance with motivation as a mediating variable at PT. PLN (Persero) Ternate City Customer Service Implementation Unit (UP3). The number of research samples as many as 49 employees. This study uses a quantitative descriptive method. Data analysis using SmartPLS (v.3.0) .

The results showed that: Career development has a positive and significant effect on employee performance, training has a positive and significant effect on employee performance, motivation has negative and significant results on employee performance, career development has positive and significant results on motivation, training has negative and significant results on motivation, motivation cannot mediate relationship between career development negatively and not significantly on employee performance, motivation can't mediate relationship between training positively significant on employee performance .

Keywords : Employee Performance, Motivation, Training, Career Development