

Pengaruh Penilaian Prestasi Kerja dan Pengembangan Karir Terhadap Kinerja Karyawan di PT. PG. Rajawali II unit PG. Tersana Baru Cirebon

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ABSTRAK

Dalam penelitian ini masalah yang terjadi adalah standar penilaian prestasi kerja tidak jelas dan masih berdasarkan kedekatan hubungan antara pemimpin dan bawahan sehingga mengakibatkan kinerja karyawan kurang optimal serta akibat dari adanya program *Management Trainee* sehingga karir karyawan menjadi terhambat dan terbatas yang akibatnya kinerja karyawan kurang maksimal. Penelitian yang dilakukan penulis bertujuan untuk mengetahui seberapa besar pengaruh penilaian prestasi kerja dan pengembangan karir terhadap kinerja karyawan di PT. PG. Rajawali II Unit PG. Tersana Baru.

Penelitian ini menggunakan metode deskripsi dan asosiatif, teknik pengumpulan data yang digunakan penulis melalui wawancara dengan pihak perusahaan serta menyebarkan kuesioner. Responden yang dijadikan sampel penelitian yaitu seluruh karyawan PT. PG. Rajawali II Unit PG. Tersana Baru Cirebon sebanyak 127 responden dengan teknik pengambilan sensus dan menggunakan analisis regresi linier berganda untuk mengetahui pengaruh penilaian prestasi kerja dan pengembangan karir terhadap kinerja karyawan.

Berdasarkan hasil penelitian dari analisis korelasi *person* sebesar 72,3 % yang menunjukkan bahwa korelasi antara Pengaruh Prestasi Kerja dan Pengembangan Karir terhadap Kinerja karyawan berada dalam tingkat hubungan yang kuat, artinya memiliki hubungan yang positif serta koefisien determinasi sebesar 52,3 % sedangkan sisanya 48% dipengaruhi oleh variabel lain yang tidak diteliti. Kesimpulannya penilaian prestasi kerja dan pengembangan karir berpengaruh positif terhadap kinerja karyawan.

Kata kunci: penilaian prestasi kerja, pengembangan karir, kinerja.

Effect of Performance Appraisal and Career Development on Employee Performance At PT. PG. Rajawali II Unit PG. Tersana Baru Cirebon

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ABSTRACT

In this study a problem that occurs is the standard performance appraisal is not clear and is based on the closeness of the relationship between leaders and subordinates, resulting in less than optimal performance of the employee as well as the result of a Management Trainee program that career employees become obstructed and limited the performance of employees less than the maximum result. Research by the author aims to determine how much influence the performance appraisal and career development on the performance of employees in PT. PG. Rajawali II Unit PG.Tersana Baru Cirebon.

This research used description and associative method, as well as data collection technique used by the author through interviews with the company and distributing questionnaires. The sample was taken from respondent which is all employee of PT. PG. Rajawali II Unit PG.Tersana Baru Cirebon by 127 respondents with retrieval census technique and using multiple linear regression analysis to determine the effect of work crowning achievement assessment and career development on employee performance.

Based on the results of correlation analysis Person of 72.3% which shows that the correlation between the Effect of Job Performance and Career Development of the performance level of employees are in a strong relationship, it means it has a positive correlation and coefficient of determination of 52.3% while the remaining 48% is influenced by other variables not examined. Conclusions performance appraisal and career development positive effect on employee performance.

Keywords: performance appraisal, career development, performance.