

## ABSTRAK

**Mega Sagak Rotua Lumban Tobing. NIM.7202510002. Pengaruh Kompetensi dan Pengembangan Karir Terhadap Kinerja Pegawai PT PLN (Persero) Unit Induk Distribusi Sumatera Utara. Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan 2024.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Kompetensi dan Pengembangan Karir Terhadap Kinerja Pegawai pada PT PLN (Persero) Unit Induk Distribusi Sumatera Utara. Metode penelitian menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah 1.262 pegawai, dengan jumlah sampel 112 pegawai yang diambil dengan teknik *purposive random sampling*. Data Penelitian dikumpulkan menggunakan kuesioner. Analisis data yang digunakan adalah Analisis Jalur. Dengan reliabilitas *cronbach alpha* kompetensi sebesar 0.956, pengembangan karir sebesar 0.942, dan kinerja sebesar 0.918. Koefisien nilai jalur kompetensi terhadap kinerja sebesar 0.747, pengembangan karir terhadap kinerja sebesar 0.782, kompetensi terhadap pengembangan karir sebesar 0.681, dan kompetensi terhadap kinerja melalui pengembangan karir sebesar 0.533. Hasil penelitian menunjukkan bahwa: (1) Terdapat pengaruh positif dan signifikan antara kompetensi terhadap kinerja; (2) Terdapat pengaruh positif dan signifikan antara pengembangan karir terhadap kinerja; (3) Terdapat pengaruh positif dan signifikan antara kompetensi terhadap pengembangan karir; (4) Terdapat pengaruh positif dan signifikan antara kompetensi terhadap kinerja melalui pengembangan karir.

**Kata Kunci: Kompetensi, Pengembangan Karir, dan Kinerja**

THE  
*Character Building*  
UNIVERSITY

## ABSTRACT

***Mega Sagak Rotua Luban Tobing. NIM.7202510002. The Influence of Competence and Career Development on Employee Performance at PT PLN (Persero) Unit Induk Distribusi Sumatera Utara. Department of Management, Faculty of Economics, Universitas Negeri Medan, 2024.***

*This study aims to determine the Influence of Competence and Career Development on Employee Performance at PT PLN (Persero) Unit Induk Distribusi Sumatera Utara. The research method used a quantitative approach. The population in this study consisted of 1.262 employees, with a sample size of 112 employees selected using purposive random sampling technique. Research data were collected using questionnaires. The data analysis used Path Analysis. The reliability of Cronbach's alpha for competence was 0.956, for career development was 0.942, and for performance was 0.918. The path coefficient values are 0.747 for competency towards performance, 0.782 for career development towards performance, 0.681 for competency towards career development, and 0.533 for competency towards performance through career development. The results showed that: (1) There is a positive and significant influence of competence on performance; (2) There is a positive and significant influence of career development on performance; (3) There is a positive and significant influence of competence on career development; (4) There is a positive and significant influence of competence on performance through career development.*

***Keywords: Competence, Career Development, Performance***

THE  
*Character Building*  
UNIVERSITY