

ABSTRAK

Wahyu Pradika NIM. 7203510012, “Pengaruh Pengembangan Karir dan Komitmen Karyawan Terhadap Kinerja Karyawan Pada Rumah Sakit Ibunda Bagan Batu, Provinsi Riau”. Skripsi, Jurusan Manajemen Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2024.

Penelitian ini bertujuan untuk mengeksplorasi pengaruh pengembangan karir, komitmen karyawan, dan pengembangan karir bersama komitmen terhadap kinerja karyawan di Rumah Sakit Ibunda Bagan Batu, Riau. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel menggunakan *total sampling*, yang melibatkan 75 karyawan RS Ibunda Bagan Batu. Data dikumpulkan melalui studi pustaka, wawancara, observasi, dan kuesioner, dan dianalisis menggunakan uji validitas instrument, asumsi klasik, regresi linear berganda, dan uji hipotesis. Pengelolaan data menggunakan aplikasi *SPSS 26 for windows*. Hasil penelitian menunjukkan bahwa pengembangan karir dan komitmen karyawan (X2) secara positif dan signifikan memengaruhi kinerja karyawan (Y) di RS Ibunda Bagan Batu. Implikasi dari penelitian ini adalah pentingnya program pelatihan dan integrasi antara pengembangan karir dan komitmen karyawan untuk meningkatkan kinerja karyawan.

Kata kunci: Pengembangan Karir, Komitmen Karyawan, Kinerja Karyawan

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ABSTRACT

Wahyu Pradika NIM. 7203510012, "The Effect of Career Development and Employee Commitment to Employee Performance at Bagan Batu Mother Hospital, Riau Province". Thesis, Department of Management Management Study Program, Faculty of Economics, State University of Medan 2024.

This study aims to explore the influence of career development, employee commitment, and the combined effect of career development with commitment on employee performance at Ibunda Bagan Batu Hospital, Riau. The research method employed a quantitative approach with a sampling technique using total sampling, involving 75 employees of Ibunda Bagan Batu Hospital. Data were collected through literature review, interviews, observations, and questionnaires, and analyzed using instrument validity tests, classical assumptions, multiple linear regression, and hypothesis testing. The results indicate that career development (X1) and employee commitment (X2) positively and significantly influence employee performance (Y) at Ibunda Bagan Batu Hospital. The implication of this study underscores the importance of training programs and the integration of career development and employee commitment to enhance employee performance.

Keywords: Career Development, Employee Commitment, Employee Performance

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