

## ABSTRACT

ANA. NIM. 8106131024. **The Relationship Individual Characteristics, Organizational Characteristics, Work Discipline and Employee Career Development PT. Telkom Medan. Thesis. Graduate Program, State University of Medan.**

This study aimed to determine: (1) the relationship with the individual characteristics of career development; (2) the relationships with organizational characteristics of career development; (3) the relationship of labor discipline with career development; and (4) the relationship of individual characteristics, organizational characteristics, and work discipline with career development. Subjects were employees of PT. Telkom field with a total sample of 260 people. Sampling was done by proportionate stratified random sampling. A descriptive research method that aims to obtain information about the symptoms in the study. Prior to this research, prior research instruments tested, followed by testing the validity and reliability testing. Career development instruments valid questionnaires obtained 24 points out of 28 questionnaire items were tested, and has a reliability of 0.846. Characteristics of individual instruments valid questionnaires obtained 25 points from the 30 items tested questionnaire, and a reliability coefficient of 0.890. Organizational characteristics of the instruments valid questionnaires obtained 20 points out of 23 questionnaire items were tested, and a reliability coefficient of 0.857. Instruments of labor discipline valid questionnaires obtained 20 points out of 24 questionnaire items were tested, and a reliability coefficient of 0.841. Based on hypothesis testing can be concluded: (1) there is a significant relationship between the characteristics of individuals with career development  $r_{y1.23} = 0.268 > r_{table} = 0.138$  and  $t_{count} = 5.869 > t_{table} = 1.645$ ; (2) there is a significant relationship between organizational characteristics with career development for  $r_{y2.13} = 0.300 > r_{table} = 0.138$  and  $t_{count} = 6.871 > t_{table} = 1.645$ ; (3) there is a significant relationship between the discipline of working with career development  $r_{y3.12} = 0.292 > r_{table} = 0, 138$  and  $t_{count} = 6.612 > t_{table} = 1.645$ ; and (4) there is a significant relationship between individual characteristics, organizational characteristics, and work discipline with the career development of  $R_{y(123)} = 0.402 > r_{table} = 0.138$  and  $F_{count} = 16.205 > F_{table} = 2.65$ . The results obtained by individual characteristics, organizational characteristics, and work discipline together contribute 16,2% towards career development, and any other circumstances prescribed rest.

## ABSTRAK

ANA. NIM. 8106131024. **Hubungan Karakteristik Individu, Karakteristik Organisasi, dan Disiplin Kerja dengan Pengembangan Karier Pegawai PT. Telkom Medan. Tesis. Program Pasca Sarjana Universitas Negeri Medan.**

Penelitian ini bertujuan untuk mengetahui: (1) hubungan karakteristik individu dengan pengembangan karier; (2) hubungan karakteristik organisasi dengan pengembangan karier; (3) hubungan disiplin kerja dengan pengembangan karier; dan (4) hubungan karakteristik individu, karakteristik organisasi, dan disiplin kerja dengan pengembangan karier. Subjek penelitian adalah pegawai PT. Telkom Medan dengan jumlah sampel sebanyak 260 orang. Pengambilan sampel dilakukan dengan *proportionate stratified random sampling*. Metode penelitian bersifat deskriptif yang bertujuan untuk memperoleh informasi tentang suatu gejala pada penelitian. Sebelum penelitian ini dilakukan instrumen penelitian terlebih dahulu diujicobakan, dilanjutkan dengan uji validitas dan uji reliabilitas. Instrumen angket pengembangan karier yang valid diperoleh 24 butir dari 28 butir angket yang diujicobakan, dan mempunyai reliabilitas sebesar 0,846. Instrumen angket karakteristik individu yang valid diperoleh 25 butir dari 30 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,890. Instrumen angket karakteristik organisasi yang valid diperoleh 20 butir dari 23 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,857. Instrumen angket disiplin kerja yang valid diperoleh 20 butir dari 24 butir angket yang diujicobakan, dan koefisien reliabilitasnya sebesar 0,841. Berdasarkan pengujian hipotesis dapat disimpulkan: (1) terdapat hubungan yang berarti antara karakteristik individu dengan pengembangan karier sebesar  $r_{y1.23} = 0,268 > r_{tabel} = 0,138$  dan  $t_{hitung} = 5,869 > t_{tabel} = 1,645$ ; (2) terdapat hubungan yang berarti antara karakteristik organisasi dengan pengembangan karier sebesar  $r_{y2.13} = 0,300 > r_{tabel} = 0,138$  dan  $t_{hitung} = 6,871 > t_{tabel} = 1,645$ ; (3) terdapat hubungan yang berarti antara disiplin kerja dengan pengembangan karier sebesar  $r_{y3.12} = 0,292 > r_{tabel} = 0,138$  dan  $t_{hitung} = 6,612 > t_{tabel} = 1,645$ ; dan (4) terdapat hubungan yang berarti antara karakteristik individu, karakteristik organisasi, dan disiplin kerja dengan pengembangan karier sebesar  $R_{y(123)} = 0,402 > r_{tabel} = 0,138$  dan  $F_{hitung} = 16,205 > F_{tabel} = 2,65$ . Hasil penelitian diperoleh karakteristik individu, karakteristik organisasi, dan disiplin kerja secara bersama-sama memberikan sumbangan sebesar 16,2% terhadap pengembangan karier, dan sisanya ditentukan keadaan lain.