

ABSTRAK

Ayu Indah Lestari, NIM 7171210002. Pengaruh Pengembangan Karir Dan *Self-Leadership* Terhadap Kinerja Karyawan di PDAM Tirtanadi Cabang Tuasan Medan, Provinsi Sumatera Utara. Skripsi, Program Studi Manajemen, Jurusan Manajemen, Fakultas Ekonomi Universitas Negeri Medan 2024.

Permasalahan dalam penelitian ini adalah berdasarkan hasil pra-survei kinerja karyawan di PDAM Tirtanadi Cabang Tuasan Medan adalah persentase 80% menyatakan setuju untuk bertanya kepada atasan tentang kekurangan pada pekerjaan yang sudah dikerjakan. Sedangkan 66.6% menyatakan setuju jika setelah selesai absen akan selalu berada di dalam ruangan kerja. Tetapi 60% menyatakan kurang setuju untuk kembali bekerja tepat waktu setelah jam istirahat selesai. Namun ada 53.3% menyatakan kurang setuju jika karyawan dapat memecahkan masalah sendiri. Dan 83.3% menyatakan setuju untuk memberikan saran kepada rekan kerja dalam perusahaan. Sedangkan berdasarkan observasi peneliti masih adanya masalah kinerja pegawai di Perusahaan Daerah Air Minum yang kurang memenuhi standar pekerjaan yang diharapkan perusahaan. Tujuan penelitian ini untuk mengetahui pengaruh pengembangan karir dan *self-leadership* terhadap kinerja karyawan PDAM Tirtanadi Cabang Tuasan Medan Provinsi Sumatera Utara.

Jenis penelitian ini adalah penelitian kualitatif dan kuantitatif. Populasi penelitian ini adalah karyawan tetap di PDAM Tirtanadi Cabang Tuasan Medan yang terdiri dari 7 (tujuh) bagian dengan jumlah karyawan sebanyak 80 karyawan. Pengambilan sampel menggunakan teknik *total sampling*. Jumlah sampel yang digunakan dalam penelitian ini adalah 80 karyawan sebagai data sampel. Teknik pengumpulan data dalam penelitian ini adalah metode wawancara, observasi, dan kuesioner (angket). Teknik analisis data dalam penelitian ini adalah analisis regresi linear berganda, uji asumsi klasik, dan uji hipotesis.

Kata Kunci : Pengembangan Karir, *Self-Leadership*, Kinerja Karyawan

ABSTRACT

Ayu Indah Lestari, NIM 7171210002. The Influence of Career Development and Self-Leadership on Employee Performance at PDAM Tirtanadi Tuasan Medan Branch, North Sumatra Province. Thesis, Management Study Program, Department of Management, Faculty of Economics, State University of Medan 2024.

The problem in this study is that based on the results of the pre-survey of employee performance at PDAM Tirtanadi Tuasan Medan Branch, the percentage of 80% stated that they agreed to ask their superiors about the shortcomings in the work that had been done. Meanwhile, 66.6% agreed that after finishing their absence, they would always be in the work room. But 60% said they were less in favor of returning to work on time after the break was over. However, there are 53.3% who disagree if employees can solve problems on their own. And 83.3% agreed to give advice to colleagues in the company. Meanwhile, based on the researcher's observations, there are still problems with the performance of employees at the Regional Drinking Water Company that do not meet the work standards expected by the company. The purpose of this study is to determine the influence of career development and self-leadership on the performance of employees of PDAM Tirtanadi Tuasan Medan Branch, North Sumatra Province.

This type of research is qualitative and quantitative research. The population of this study is permanent employees at PDAM Tirtanadi Tuasan Medan Branch which consists of 7 (seven) sections with a total of 80 employees. Sampling uses the total sampling technique. The number of samples used in this study is 80 employees as sample data. The data collection techniques in this study are interview, observation, and questionnaire methods. The data analysis techniques in this study are multiple linear regression analysis, classical assumption test, and hypothesis test.

Keywords: Career Development, Self-Leadership, Employee Performance