

PERANAN PENGEMBANGAN KARIR DI PT NATURINDO SURYA NIAGA KULON PROGO

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Abstrak

Penelitian ini bertujuan untuk mengetahui pelaksanaan pengembangan karir di PT Naturindo Surya Niaga Kulon Progo. Pengembangan karir memiliki sembilan Indikator yaitu prestasi kerja, *exposure*, kesetiaan organisasional, kesempatan-kesempatan untuk tumbuh, mentor dan sponsor, kepedulian para atasan langsung, informasi tentang berbagai peluang promosi, adanya minat untuk dipromosikan, tingkat kepuasan. Penelitian ini merupakan penelitian kuantitatif dengan data primer yang diperoleh dari observasi, wawancara dan kuesioner yang disebar kepada karyawan PT Naturindo Surya Niaga Kulon Progo. Responden dalam penelitian ini sebanyak 25 orang. Analisis data dalam penelitian ini menggunakan uji validitas, uji reliabilitas dan *mean* aritmatika. Berdasarkan perhitungan *mean* aritmatika, pelaksanaan pengembangan karir karyawan PT Naturindo Surya Niaga Kulon Progo termasuk dalam kategori baik. Indikator dengan nilai rata-rata tertinggi ialah *exposure*, serta indikator dengan nilai rata-rata terendah informasi tentang berbagai peluang promosi dan kesempatan-kesempatan untuk tumbuh.

Kata Kunci: *Pengembangan Karir, Karyawan, PT Naturindo Surya Niaga*

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**THE ROLE OF CAREER DEVELOPMENT AT PT NATURINDO SURYA
NIAGA KULON PROGO**

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Abstract

This study aims to determine the implementation of career development at PT Naturindo Surya Niaga Kulon Progo. Career development has nine indicators which are work performance, exposure, organizational loyalty, opportunities for growth, mentors and sponsors, concern for direct superiors, information about various promotion opportunities, interest in being promoted, level of satisfaction. This research is a quantitative research with primary data obtained from observations, interviews and questionnaires distributed to employees of PT Naturindo Surya Niaga Kulon Progo. Respondents in this study were 25 people. Data analysis in this study used validity, reliability and arithmetic mean tests. Based on the calculation of the arithmetic mean, the implementation of employee career development at PT Naturindo Surya Niaga Kulon Progo is included in the good category. The indicator with the highest average value is exposure, and the indicator with the lowest average value is information about various promotion opportunities and opportunities for growth.

Keyword: Career Development, Employee, PT Naturindo Surya Niaga