

## **ANALISIS MANAJEMEN KARIR DI RUMAH SAKIT PKU MUHAMMADIYAH BANTUL**

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### **Abstrak**

Penelitian ini menganalisis persepsi pegawai Rumah Sakit PKU Muhammadiyah Bantul terkait manajemen karir, menyelidiki indikator-indikator pendidikan, pelatihan, mutasi, dan promosi jabatan. Data menunjukkan penilaian rata-rata indikator pendidikan sebesar 4,29, pelatihan sebesar 4,67, mutasi sebesar 4,54, dan promosi jabatan sebesar 4,42. Nilai-nilai ini mencerminkan tingkat persetujuan tinggi terhadap pentingnya pendidikan, efektivitas pelatihan, tujuan mutasi dalam penyesuaian dan pengembangan keterampilan, serta motivasi dari promosi jabatan. Hasil penelitian ini menggambarkan persetujuan pegawai terhadap upaya manajemen karir. Hasil ini memperkuat pentingnya pendidikan dan pelatihan yang efektif, serta kebijakan mutasi dan promosi jabatan yang terencana dengan baik sebagai faktor penentu keberhasilan manajemen karir di organisasi tersebut. Implikasi manajerial termasuk pengembangan strategi yang lebih mendalam dan integratif untuk mendukung pertumbuhan dan pengembangan karir pegawai di rumah sakit dan sejenisnya.

**Kata Kunci:** *Manajemen Karir, Pendidikan, Pelatihan, Mutasi, Promosi Jabatan*

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## **CAREER MANAGEMENT ANALYSIS AT PKU MUHAMMADIYAH BANTUL HOSPITAL**

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### ***Abstract***

*This research analyzes the perceptions of PKU Muhammadiyah Bantul Hospital employees regarding career management, investigating indicators of education, training, transfers and job promotions. The data shows that the average assessment for education indicators is 4.29, training is 4.67, transfer is 4.54, and promotion is 4.42. These values reflect a high level of agreement on the importance of education, the effectiveness of training, the purpose of transfers in adapting and developing skills, as well as the motivation for promotion. The results of this study illustrate employee approval of career management efforts. These results reinforce the importance of effective education and training, as well as well-planned transfer and promotion policies as determining factors for successful career management in the organization. Managerial implications include the development of more in-depth and integrative strategies to support employee career growth and development in hospitals and the like.*

***Keywords:*** *Career Management, Education, Training, Transfer, Position Promotion*