


ANALISIS PENGEMBANGAN KARIR KARYAWAN PT MADUBARU YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengembangan karir karyawan PT Madubaru. Penelitian ini menggunakan metode deskriptif kuantitatif. Data primer bersumber dari hasil kuesioner persepsi karyawan. Teknik yang digunakan dalam pengambilan data adalah random sampling dengan sampel total 75 responden. Berdasarkan hasil penelitian variabel indikator, indikator pendidikan memiliki rata-rata sebesar 2,99 yang termasuk dalam kategori setuju. Berdasarkan indikator pelatihan memiliki rata-rata sebesar 2,92 yang termasuk dalam kategori setuju. Berdasarkan indikator mutasi memiliki rata-rata sebesar 2,59 yang termasuk dalam kategori setuju. Berdasarkan indikator promosi jabatan memiliki rata-rata sebesar 2,75 yang termasuk dalam kategori setuju. Berdasarkan indikator masa kerja memiliki rata-rata sebesar 2,89 yang termasuk dalam kategori setuju. Secara keseluruhan variabel pengembangan karir memiliki rata-rata hitung sebesar 2,82 yang termasuk dalam kategori setuju.

Kata Kunci: *Pengembangan Karir, Pendidikan, Pelatihan, Mutasi, Promosi Jabatan, Masa Kerja*

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CAREER DEVELOPMENT ANALYSIS BASED ON PT MADUBARU YOGYAKARTA

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Abstract

This study is aimed to analyze career development based on PT Madubaru Yogyakarta. This research used quantitative descriptive methods. Primary data was from the results of employee perception questionnaires. The sampling technique in this research was random sampling technique with 75 respondents. Based on the research results of indicator variables, the education indicator has an average of 2.99 which is included in the agree category. Based on training indicators, the average is 2.92 which is included in the agree category. Based on the mutation indicator, the average is 2.59 which is included in the agree category. Based on the position promotion indicator, the average is 2.75, which is included in the agree category. Based on the work period indicator, the average is 2.89 which is included in the agree category. Overall the career development variable has a calculated average of 2.82 which is included in the agree category.

Keywords: *Career Development, Education, Training, Transfers, Position Promotion, Work Period*