

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Pengembangan Karir terhadap Kinerja Karyawan Balai Diklat Keagamaan Semarang, Untuk mengetahui pengaruh Dukungan Rekan Kerja terhadap Kinerja Karyawan Balai Diklat Keagamaan Semarang, Untuk mengetahui pengaruh Komitmen Organisasi terhadap Kinerja Karyawan Balai Diklat Keagamaan Semarang dan untuk mengetahui apakah Pengembangan Karir, Dukungan Rekan Kerja dan Komitmen Organisasi berpengaruh bersama-sama terhadap Kinerja Karyawan Balai Diklat Keagamaan Semarang. Populasi dalam penelitian ini adalah widyaiswara di, Balai Diklat Keagamaan Semarang yang berjumlah 36 orang. Adapun teknik analisis yang digunakan pada penelitian ini adalah analisis regresi berganda. Berdasarkan hasil penelitian menunjukkan bahwa Pengembangan Karir secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Dukungan Rekan Kerja secara parsial berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai. Komitmen Organisasi secara parsial berpengaruh positif dan tidak signifikan terhadap Kinerja Pegawai. Serta Pengembangan Karir, Dukungan Rekan Kerja dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai Balai Diklat Keagamaan Semarang Sub. Widyaiswara.

Kata Kunci : Pengembangan Karir, Dukungan Kerja, Kinerja Pegawai

ABSTRACT

This research aims to determine the influence of career development on the performance of employees at the Semarang Religious Education and Training Center, to determine the influence of co-worker support on the performance of employees at the Semarang Religious Education and Training Center, to determine the influence of organizational commitment on the performance of employees at the Semarang Religious Education and Training Center and to find out whether career development, support Colleagues and Organizational Commitment jointly influence the performance of employees at the Seimarang Religious Education and Training Center. The population in this research is the Widyaiswara at the Seimarang Religious Education and Training Center, which has 36 people. The analysis technique used in this research is multiple regression analysis. Based on the research results, it shows that career development partially has a positive and significant effect on employee performance. Colleague Support partially has a positive and insignificant effect on Employee Performance. Organizational Commitment partially has a positive and insignificant effect on Employee Performance. As well as Career Development, Colleague Support and Organizational Commitment have a positive and significant effect on the Performance of Semarang Sub Religious Education and Training Center Employees. Widyaiswara.

Keywords: *Career Development, Job Support, Employee Performance*