

## Abstrak

Penelitian ini dilakukan pada Dinas Perijinan dan Penanaman Modal Satu Pintu Terpadu Kabupaten Probolinggo dengan tujuan penelitian yang hendak dicapai adalah (1) untuk menganalisis adanya pengaruh antara disiplin kerja, pengembangan karir dan kompetensi secara simultan terhadap kinerja pegawai Dinas Perijinan dan Penanaman Modal Satu Pintu Terpadu Kabupaten Probolinggo (2) untuk menganalisis adanya pengaruh antara disiplin kerja, pengembangan karir dan kompetensi secara parsial terhadap kinerja pegawai Dinas Perijinan dan Penanaman Modal Satu Pintu Terpadu Kabupaten Probolinggo (3) untuk mengetahui variabel yang berpengaruh dominan antara disiplin kerja, pengembangan karir dan kompetensi terhadap kinerja pegawai pada Dinas Perijinan dan Penanaman Modal Satu Pintu Terpadu Kabupaten Probolinggo.

Populasi dalam penelitian ini adalah pegawai pada Dinas Perijinan dan Penanaman Modal Satu Pintu Terpadu Kabupaten Probolinggo sebanyak 55 pegawai menggunakan teknik sampling yaitu sampling jenuh. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian inferensial. Variabel yang digunakan meliputi disiplin kerja, pengembangan karir, kompetensi dan kinerja pegawai. Metode analisis data dari hasil penelitian yaitu metode deskripsi kuantitatif dengan menggunakan SPSS berupa uji validitas dan realibilitas, uji asumsi klasik, analisis regresi berganda, koefisien determinasi, pengujian hipotesis, heteroskedastisitas.

Hasil penelitian ditunjukkan dengan persamaan regresi berganda  $Y = -15,619 + 0,805X_1 + 0,418X_2 + 0,324X_3$ . Hasil uji hipotesis simultan  $f_{tabel} = 2,79$  dan nilai  $f_{hitung} = 142,532$  dengan nilai  $sig. F = 0,000 < 0,05$ , berarti bahwa variabel bebas secara simultan (bersama-sama) berpengaruh signifikan terhadap variabel terikat. Dan hasil uji hipotesis parsial  $t_{tabel} = 2,005$  dan nilai  $t_{hitung} X_1 = 7,036$ ,  $X_2 = 4,771$ ,  $X_3 = 2,456$  dengan nilai  $sig$  ketiga variabel  $< 0,05$  membuktikan bahwa disiplin kerja, pengembangan karir dan kompetensi berpengaruh signifikan terhadap kinerja pegawai. Hasil uji hipotesis dominan menunjukkan variabel  $X_1$  memiliki nilai  $t_{hitung}$  lebih besar dibanding variabel independen lainnya.

**Kata Kunci :** Disiplin Kerja, Pengembangan Karir, Kompetensi dan Kinerja Pegawai

### *Abstract*

This research was conducted at the One Stop Integrated Licensing and Investment Office of Probolinggo with the research objectives to be achieved are (1) to analyze the influence of work discipline, career development and competence simultaneously on the performance of the employees of the One Stop Integrated Licensing and Investment Office of Probolinggo (2) to analyze the influence of work discipline, career development and competence partially on the performance of the Probolinggo One Stop Investment Licensing and Investment Service employees (3) to determine the dominant influencing variable between work discipline, career development and competence on employee performance One Stop Integrated Licensing and Investment Office of Probolinggo.

The population in this study were employees at the Probolinggo One Stop Investment Licensing and Investment Service as many as 55 employees using a sampling technique, namely saturated sampling. The type of research used in this research is inferential research. The variables used include work discipline, career development, competence and employee performance. The data analysis method from the research results is the quantitative description method using SPSS in the form of validity and reliability tests, classical assumption tests, multiple regression analysis, coefficient of determination, hypothesis testing, heteroscedasticity.

The results are shown by the multiple regression equation  $Y = -15.619 + 0.805X_1 + 0.418X_2 + 0.324X_3$ . The results of the simultaneous hypothesis test  $f_{table} = 2.79$  and the  $f_{count}$  value is 142.532 with a sig value.  $F = 0.000 < 0.05$ , meaning that the independent variables simultaneously (together) have a significant effect on the dependent variable. And the results of the partial hypothesis test  $t_{table} = 2.005$  and  $t_{count} X_1 = 7.036$ ,  $X_2 = 4.771$ ,  $X_3 = 2.456$  with the third sig value of the variables  $< 0.05$  proving that work discipline, career development and competence have a significant effect on employee performance. The results of the dominant hypothesis test show that the  $X_1$  variable has a  $t_{count}$  value greater than the other independent variables.

**Keywords:** Work Discipline, Career Development, Competence and Employee Performance