

ABSTRAK

Prastika, Nadya Hanna. 2018. Skripsi. **Pengaruh Analisis Jabatan Dan Pengembangan Karir Terhadap Kinerja Karyawan PT. Pembangkit Jawa Bali UBJ Operation & Maintenance PLTU Paiton**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di PT. Pembangkit Jawa Bali UBJ *Operation & Maintenance* PLTU Paiton dengan tujuan untuk mengetahui “Pengaruh Analisis Jabatan (X_1) dan Pengembangan Karir (X_2) secara simultan dan parsial Terhadap Kinerja Karyawan (Y) Di PT. Pembangkit Jawa Bali UBJ *Operation & Maintenance* PLTU Paiton”. Dan untuk mengetahui pengaruh dominan antara variabel analisis jabatan (X_1) dan pengembangan karir (X_2) terhadap kinerja karyawan (Y) di PT. Pembangkit Jawa Bali UBJ *Operation & Maintenance* PLTU Paiton.

Jenis penelitian yang digunakan adalah kuantitatif, dengan variabel independen (bebas) analisis jabatan (X_1) dan pengembangan karir (X_2), dan variabel dependen (terikat) kinerja karyawan (Y). Jumlah sampel sebanyak 68 orang diperoleh dari populasi yang berjumlah 68 orang dengan menggunakan teknik sampel jenuh yaitu seluruh atau semua anggota populasi digunakan sebagai sampel. Dengan menggunakan metode analisis data menggunakan regresi linier berganda dengan uji f dan uji t .

Hasil penelitian menunjukkan bahwa analisis jabatan (X_1) dan pengembangan karir (X_2) berpengaruh signifikan secara simultan terhadap kinerja karyawan (Y) di PT. Pembangkit Jawa Bali UBJ *Operation & Maintenance* PLTU Paiton dari perhitungan uji f diperoleh $f_{hitung} 73,399 > f_{tabel} 3,14$ dengan nilai signifikan $0,000 < 0,05$ selain itu *adjusted R square* yang besar 0,693 yang berarti besarnya variabel bebas terhadap variabel terikat adalah 69,3% sedangkan sisanya yaitu 0,307 atau 30,7% dipengaruhi variabel lain, dan uji t diketahui bahwa secara parsial variabel analisis jabatan (X_1) mempunyai pengaruh yang signifikan terhadap variabel kinerja karyawan (Y) diperoleh perhitungan uji t sebesar $t_{hitung} 3,356 \geq t_{tabel} 1,997$ dan variabel pengembangan karir (X_2) mempunyai pengaruh yang signifikan terhadap variabel kinerja karyawan (Y) dan diperoleh hasil perhitungan uji t sebesar $t_{hitung} 4,908 \geq t_{tabel} 1,997$. Dan variabel yang paling dominan pengaruhnya adalah variabel pengembangan karir (X_1).

Kata Kunci : Analisis Jabatan, Pengembangan Karir, Kinerja.

ABSTRACT

Prastika, Nadya Hanna. 2018. *Thesis. The Influence of Position Analysis and Career Development on Employee Performance of Jawa Bali Generator UBJ Operation & Maintenance Paiton Power Plant.* Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.

The study was conducted in Performance of PT. Java Bali Generator UBJ Operation & Maintenance Paiton Power Plant with the aim to find out "The Effect of Position Analysis (X1) and Career Development (X2) simultaneously and partially on Employee Performance (Y) in the Java Bali Power Plant UBJ Operation & Maintenance Paiton Power Plant". And to find out the dominant influence between job analysis variables (X1) and career development (X2) on employee performance (Y) in the PT. Java Bali Power Plant UBJ Operation & Maintenance Paiton Power Plant.

The type of research used is quantitative, with independent variables (free) job analysis (X1) and career development (X2), and dependent variable (bound) employee performance (Y). The number of samples as many as 68 people were obtained from a population of 68 people using saturated sample techniques, namely all or all members of the population used as samples. By using the method of data analysis using multiple linear regression with f test and t test.

The results showed that job analysis (X1) and career development (X2) simultaneously had a significant effect on employee performance (Y) in the PT. Java Bali UBJ Operation & Maintenance PLTU Paiton plant from the calculation of f test obtained $f_{count} 73.399 > f_{table} 3.14$ with a significant value $0,000 < 0,05$ other than adjusted large R square 0,693 which means the amount of the independent variable to the dependent variable is 69,3% while the rest that is 0,307 or 30,7% is influenced by other variables, and the t test is known that partially the job analysis variable (X1) has a significant influence on employee performance variables (Y) obtained by t test calculation of $t_{count} 3.356 \geq t_{table} 1.997$ and career development variable (X2) has a significant effect on employee performance variables (Y) and obtained the results of the t test calculation of $t_{hitung} 4,908 \geq t_{table} 1,997$. And the most dominant variable of influence is career development variable (X1).

Keywords: Job Analysis, Career Development, Performance.