

ABSTRAK

Fenomena yang terjadi pada PT Pos Indonesia kantor Cilaki Bandung terdapat penurunan kinerja karyawan yaitu perusahaan belum mencapai target yang ditetapkan karena pencapaian kinerja yang menurun dari tahun 2018 sampai 2022. Selanjutnya variabel yang menjadi penyebab penurunan kinerja yaitu variabel lingkungan Kerja dan *Career Development*. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah Studi Lapangan dan Studi Kepustakaan.

Penelitian ini menggunakan 2 metode yaitu metode deskriptif dan verifikatif yaitu analisis linier berganda, analisis korelasi berganda, analisis koefisien determinasi dan uji hipotesis. Dalam pengujian penelitian ini menggunakan uji validitas dan reabilitas, penentuan sampel menggunakan teknik non probability sampling yaitu teknik sampling insidental dengan jumlah sampel sebanyak 60 responden dari semua anggota populasi karyawan divisi SDM PT Pos Indonesia kantor Cilaki Bandung.

Hasil penelitian menunjukkan bahwa terdapat pengaruh yang positif dan signifikan antara lingkungan Kerja dan *Career Development* terhadap kinerja karyawan divisi SDM PT Pos Indonesia kantor Cilaki Bandung sebesar 51% secara simultan. Secara parsial pengaruh lingkungan Kerja terhadap kinerja karyawan divisi SDM PT Pos Indonesia kantor Cilaki Bandung sebesar 24,8% dan pengaruh *Career Development* terhadap kinerja karyawan divisi SDM PT Pos Indonesia kantor Cilaki Bandung sebesar 26,2%.

Kata Kunci: Lingkungan Kerja, *Career Development*, Kinerja Karyawan

ABSTRACT

The phenomenon that occurred at PT Pos Indonesia Cilaki Bandung office was a decrease in employee performance, namely that the company had not achieved the target set due to the achievement of declining performance from 2018 to 2022. Furthermore, the variables that cause the decline in performance are work environment variables and Career Development. The data collection techniques used in this research are Field Studies and Literature Studies.

This research uses 2 methods, namely descriptive and verification methods. In determining the sample using non probability sampling technique, namely incidental sampling technique with a sample size of 60 respondents from all members of the population of employees of the HR division of PT Pos Indonesia Cilaki Bandung office. The research method used is multiple linear analysis, multiple correlation analysis, coefficient of determination analysis and hypothesis testing.

The results showed that there was a positive and significant influence between the work environment and Career Development on the performance of employees of the HR division of PT Pos Indonesia Cilaki Bandung office by 51% simultaneously. Partially, the effect of the work environment on the performance of employees of the HR division of PT Pos Indonesia Cilaki Bandung office was 24.8% and the effect of Career Development on the performance of employees of the HR division of PT Pos Indonesia Cilaki Bandung office was 26.2%.

Keywords: Work Environment, Career Development, employee performance