

ABSTRAK

Berdasarkan fenomena yang terjadi pada penelitian ini yaitu belum optimalnya kinerja pada PPSDM Aparatur Kementerian ESDM Bandung yang disebabkan oleh pengembangan karir, semangat kerja dan komitmen organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir dan semangat kerja terhadap komitmen organisasi serta dampaknya terhadap kinerja pegawai di PPSDM Aparatur Kementerian ESDM Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif, dimana data penelitian dikumpulkan melalui penyebaran kuesioner dengan jumlah sampel 60 responden. Teknik sampling yang digunakan yaitu *non probability* sampling. Pengujian instrumen penelitian menggunakan uji validitas dan reliabilitas. Metode analisis data yang digunakan adalah path analysis dan uji hipotesis. Hasil penelitian menunjukkan bahwa pengembangan karir, semangat kerja, komitmen organisasi dan kinerja pegawai berada pada kategori kurang baik. Pada struktur I terdapat pengaruh secara simultan dari pengembangan karir dan semangat kerja terhadap komitmen organisasi sebesar 63,94%. Secara parsial pengaruh pengembangan karir terhadap komitmen organisasi sebesar 19,98% dan pengaruh semangat kerja terhadap komitmen organisasi sebesar 17,22%. Pada struktur II terdapat pengaruh komitmen organisasi terhadap kinerja pegawai sebesar 72,8%.

Kata Kunci: Pengembang Karir, Semangat Kerja, Komitmen Organisasi, Kinerja Pegawai

ABSTRACT

Based on the phenomenon that occurred in this study, namely the suboptimal performance of the PPSDM apparatus of the Ministry of Energy and Mineral Resources Bandung caused by career development, work spirit and organizational commitment. This study aims to determine the influence of career development and work morale on organizational commitment and its impact on employee performance at PPSDM Apparatus of the Ministry of Energy and Mineral Resources Bandung. The research methods used are descriptive and verificative methods, where research data is collected through the distribution of questionnaires with a sample of 60 respondents. The sampling technique used is non-probability sampling. The testing of research instruments uses validity and reliability tests. The data analysis methods used are path analysis and hypothesis testing. The results of the study showed that career development, work morale, organizational commitment and employee performance were in the poor category. In structure I, there is a simultaneous influence of career development and work spirit on organizational commitment by 63.94%. Partially, the influence of career development on organizational commitment was 19.98% and the influence of work morale on organizational commitment was 17.22%. In structure II, there is an influence of organizational commitment on employee performance of 72.8%.

Keywords: Career Development, Work Spirit, Organizational Commitment, Employee Performance