

ABSTRAK

Penelitian ini dilakukan pada karyawan PDAM Tirta Wening Kota Bandung. Penelitian ini bertujuan untuk melihat seberapa besar pengaruh iklim organisasi dan pengembangan karir terhadap motivasi kerja terhadap kinerja karyawan. Metode yang digunakan dalam penelitian ini yaitu deskriptif dan verifikatif. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan penyebaran kuesioner. Pengujian instrumen penelitian menggunakan uji validitas, dan reliabilitas. Metoden analisis data yang digunakan yaitu *path analysis*, *method of successive interval (MSI)*, koefisien determinasi dan uji hipotesis.

Berdasarkan hasil penelitian, dapat diketahui bahwa variabel iklim organisasi dan pengembangan karir berpengaruh secara simultan sebesar 51,9% terhadap motivasi kerja dan sisanya 48,1% dipengaruhi variable lain yang tidak diteliti. Dari hasil secara parsial iklim organisasi memiliki pengaruh sebesar 57,2% terhadap motivasi kerja, pengembangan karir mempunyai pengaruh 33,3% terhadap motivasi kerja, dan motivasi kerja mempunyai pengaruh 59,1% terhadap kinerja karyawan.

Kata Kunci: Iklim Organisasi, Pengembangan Karir, Motivasi Kerja, dan Kinerja Karyawan

ABSTRACT

This research was conducted on employee of PDAM Tirta Wening, Bandung City. This study aims to see how much the influence of organizational climate and career development on work motivation on employee performance. The methods used in this study are descriptive and verifiable. The data collection techniques used are observation, interviews, and questionnaire distribution. The testing of research instruments uses validity and reliability tests. The data analysis methods used are path analysis, method of successive interval (MSI), determination coefficient and hypothesis test.

Based on the results of the study, it can be seen that the variables of organizational climate and career development have a simultaneous effect of 51,9% on work motivation and the remaining 48,1% are influenced by other variables that are not studied. From the partial results, organizational climate had an influence of 57,2% on work motivation, career development had an influence of 33,3% on work motivation, and work motivation had an influence of 59,1% on employee performance.

Keywords: Organizational Climate, Career Development, Work Motivation, and Employee Performance