

# ***THE EFFECT OF WORK DISCIPLINE, REWARD AND WORK EXPERIENCE ON CAREER DEVELOPMENT AT PLANNING & ADMINISTRATION DEPARTEMEN (RENMIN) AT POLICE EDUCATION AND TRAINING INSTITUTIONS***

**By Karlina Triasafitriani**

## ***Abstract***

*This research is a quantitative that aims to determine the influence of work discipline, reward and work experience on career development at Planning & Administrations Departemen at Police Education and Training Institutions. The research used a sample size of 99 respondents who were all police employees at Planning & Administrations Departemen at Police Education and Training Institutions. The analytical technique used in this research is the Coefficient of Determination Test ( $R^2$ ) and T Test (Partial) using Smart PLS 3.0 software. The results of the test are (1) work discipline has a positive and significant effect on employee career development of Planning & Administrations Departemen at Police Education and Training Institutions (2) reward has a positive and significant effect on employee career development of Biro Planning & Administrations Departemen at Police Education and Training Institutions (3) work experience has a positive and significant effect on employee career development of Planning & Administrations Departemen at Police Education and Training Institutions. With an  $R^2$  value of 75.9%, it means that it shows the contribution of the variables of work discipline, reward and work experience on career development of the Planning & Administrations Departemen at Police Education and Training Institutions.*

**Keywords:** *Career Development, Reward, Work Discipline, Work Experience*

# **PENGARUH DISIPLIN KERJA, *REWARD* DAN PENGALAMAN KERJA TERHADAP PENGEMBANGAN KARIER PEGAWAI BIRO RENMIN LEMDIKLAT POLRI**

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## **Abstrak**

Penelitian ini adalah penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh disiplin kerja, *reward* dan pengalaman kerja terhadap pegawai Biro Perencanaan & Administrasi (Renmin) Lemdiklat Polri. Sampel yang digunakan dalam penelitian ini sebanyak 99 orang responden yang merupakan seluruh pegawai polisi pada Biro Renmin Lemdiklat Polri. Teknik Analisa yang digunakan dalam penelitian ini adalah Uji Koefisien Determinasi ( $R^2$ ) dan Uji T ( Parsial) dengan menggunakan *software Smart PLS 3.0*. Hasil pengujian diperoleh hasil (1) secara parsial disiplin kerja berpengaruh positif dan signifikan terhadap pengembangan karier pegawai Biro Renmin Lemdiklat Polri (2) secara parsial *reward* berpengaruh positif dan signifikan terhadap pengembangan karier pegawai Biro Renmin Lemdiklat Polri (3) secara parsial pengalaman kerja berpengaruh positif dan signifikan terhadap pengembangan karier pegawai Biro Renmin Lemdiklat Polri. Dengan nilai  $R^2$  sebesar 75.9%, artinya hal tersebut menunjukkan kontribusi dari variabel disiplin kerja, *reward* dan pengalaman kerja terhadap pengembangan karier pegawai Biro Renmin Lemdiklat Polri.

**Kata kunci:** Disiplin Kerja, Pengalaman Kerja, Pengembangan Karier, *Reward*