

# **The Influence of Competence, Work Motivation, and Career Development on Production Division Employee Productivity, PT Super Teknik BSD Serpong, Tangerang Regency**

**By Muhammad Fikri Ravansyah**

## *Abstract*

This study uses a quantitative method to determine and prove the magnitude of the influence of competence, work motivation, and career development on employee productivity in the production division of PT Super Teknik BSD Serpong, Tangerang Regency. The process of collecting data through a questionnaire with a Google form Likert scale to employees of the production division of PT Super Teknik with 60 respondents. analysis techniques through validity testing, reliability testing, R-Square, path analysis, and hypothesis testing with the help of SmartPLS 3.0. The results of the test obtained showed that (1) competence has a positive and significant effect on the productivity of employees in the production division of PT Super Teknik, (2) work motivation has a positive and significant effect on the productivity of employees in the production division of PT Super Teknik, and (3) career development has a positive and significant effect on the productivity of employees in the production division of PT Super Teknik, (4) Competence, work motivation, and career development all have a significant effect on the productivity of employees in the production division of PT Super Teknik.

**Keywords:** Competence, Work Motivation, Career Development, and Productivity

**Pengaruh Kompetensi, Motivasi Kerja, dan Pengembangan Karir Terhadap Produktivitas Pegawai Divisi Produksi PT Super Teknik BSD Serpong Kabupaten Tangerang.**

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**Abstrak**

Penelitian menggunakan metode kuantitatif untuk mengetahui dan membuktikan besarnya pengaruh dari Kompetensi, Motivasi Kerja, dan Pengembangan Karir terhadap Produktivitas Pegawai Divisi Produksi PT Super Teknik BSD Serpong Kabupaten Tangerang. Proses pengumpulan data melalui kuesioner dengan google form skala likert kepada pegawai divisi produksi PT Super Teknik dengan responden sebanyak 60 orang. Teknik analisis melalui uji validitas, uji reliabilitas, R-Square, path analisis dan uji hipotesis dengan bantuan SmartPLS 3.0. Hasil dari pengujian diperoleh (1) Kompetensi berpengaruh positif dan signifikan terhadap produktivitas pegawai divisi produksi PT Super Teknik, (2) Motivasi Kerja berpengaruh positif dan signifikan terhadap produktivitas pegawai divisi produksi PT Super Teknik, (3) Pengembangan Karir berpengaruh positif dan signifikan terhadap produktivitas pegawai divisi produksi PT Super Teknik, (4) Kompetensi, Motivasi Kerja, dan Pengembangan Karir secara simultan berpengaruh signifikan terhadap produktivitas pegawai divisi produksi PT Super Teknik.

**Kata Kunci :** Kompetensi, Motivasi Kerja, Pengembangan Karir, dan Produktivitas