

Analisis Pengembangan Karir Serta Implikasinya Terhadap Produktivitas Pegawai Di Dislitbang Tni AL

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh pendidikan dan pelatihan, kompetensi, pengalaman kerja dan pengembangan karir terhadap produktivitas pegawai di Dislitbang TNI AL. Penelitian dilaksanakan selama 3 bulan, mulai bulan April hingga Juni 2017. Pendekatan penelitian yang digunakan adalah *Structural Equation Modelling* (SEM) dengan menggunakan alat bantu perangkat lunak Amos 22. Sampling menggunakan teknik acak sederhana (*Simpel Random Sampling*) sebanyak 116 responden.

Hasil yang diperoleh adalah pendidikan dan pelatihan, kompetensi dan pengalaman kerja berpengaruh langsung terhadap produktivitas pegawai Dislitbang TNI AL. Pendidikan dan pelatihan, kompetensi dan pengalaman kerja berpengaruh langsung terhadap pengembangan karir pegawai di Dislitbang TNI AL. Namun pengembangan karir tidak memiliki pengaruh secara langsung terhadap produktivitas pegawai di Dislitbang TNI AL.

Berdasarkan dari hasil penelitian dapat disimpulkan bahwa upaya meningkatkan produktivitas dan pengembangan karir pegawai dapat dilakukan melalui peningkatan pendidikan dan pelatihan, kompetensi dan pengalaman kerja.

Kata Kunci : Pendidikan Dan Pelatihan, Kompetensi, Pengalaman Kerja, Pengembangan Karir, Produktivitas

***The Analysis Of Career Development On Employee's Productivity For
Research Development Service Of Indonesia Navy***

By

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Abstrack

This research was conducted to measure the effect of education and training, competence, job experience and career development on employees productivity of research and development service of Indonesia Navy. The study was conducted from April to Juny 2017. Quantitative method was employed in this research using Structural Equation Modelling (SEM) with Amos 22 software. 116 respondents were selected using simple random sampling.

The result of this research were shown the education and training, competence, job experience directly effect the productivity of employees of research and development service of Indonesia Navy. Education and training, competence, job experience directly affect career development. But the career development not directly affect the employees productivity of research and development service of Indonesia Navy.

Based on these result we can conclude that the efforts to increase the productivity and career development can be done by improving education and training, competence, job experience.

Keywords : *Education And Training, Competence, Job Experience, Career Development, Productivity.*