

**ANALISIS PENGARUH PENGALAMAN KERJA,  
KOMPETENSI, PENDIDIKAN DAN PELATIHAN SERTA  
PRESTASI KERJA TERHADAP PENGEMBANGAN KARIR  
PERSONIL PUSAT REHABILITASI  
KEMENTERIAN PERTAHANAN**

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**Abstrak**

Pusat Rehabilitasi Kementerian Pertahanan (Pusrehab Kemhan), adalah unsur pendukung pelaksana tugas dan fungsi pertahanan berada di bawah dan bertanggung jawab kepada Menteri melalui Sekjen. Mempunyai tugas pokok pelayanan rehabilitasi kepada penyandang disabilitas personel pertahanan.

Tujuan dari penelitian yaitu untuk mengetahui faktor – faktor pengalaman kerja, kompetensi, pendidikan dan pelatihan serta prestasi kerja yang mempengaruhi sistem pengembangan karir personil di Pusat Rehabilitasi Kementerian Pertahanan baik secara langsung maupun tidak langsung. Teknik analisa yang digunakan dalam penelitian ini adalah dengan menggunakan Analisis Jalur. Teknik penarikan sampel yang digunakan adalah *Probability sampling*, dari populasi sebanyak 188 orang, ditentukan banyaknya sampel sebesar 65 orang. Software yang digunakan untuk membantu mengolah data yaitu SPSS 20.0 dan Lisrel 9.20.

Adapun hasil penelitian ini adalah : Pengalaman kerja secara langsung berpengaruh terhadap prestasi kerja pegawai Pusrehab Kemhan. Kompetensi secara langsung berpengaruh terhadap prestasi kerja Pegawai Pusrehab Kemhan. Pendidikan dan pelatihan secara langsung berpengaruh terhadap prestasi kerja Pegawai Pusrehab Kemhan. Pengalaman kerja secara langsung berpengaruh terhadap pengembangan karier pegawai Pusrehab Kemhan. Kompetensi secara langsung berpengaruh terhadap Pengembangan Karier pegawai Pusrehab Kemhan. Pendidikan dan pelatihan secara langsung berpengaruh terhadap pengembangan karir Pegawai Pusrehab Kemhan. Prestasi kerja secara langsung berpengaruh terhadap Pengembanagn karier pegawai Pusrehab Kemhan.

**Kata kunci** : Pengalaman Kerja, Kompetensi, Pendidikan dan Pelatihan, Prestasi Kerja, Pengembangan Karir

**ANALYSIS OF EFFECT OF WORK EXPERIENCE,  
COMPETENCE, EDUCATION AND TRAINING AND JOB  
PERFORMANCE OF PERSONNEL CAREER  
DEVELOPMENT CENTER FOR REHABILITATION  
MINISTRY OF DEFENCE**

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**Abstract**

Rehabilitation Center of the Ministry of Defence (Pusrehab Kemhan), is a supporting element of implementing the tasks and functions of defense under and responsible to the Minister through the Secretary General. Being under the organizational structure of the Ministry of Defence of the Republic of Indonesia, more policy-oriented rehabilitation services to defense personnel .

The purpose of this study are: to identify factors - factors such as work experience, competence, education and training and job performance that affect career development system personnel at the Rehabilitation Center of the Ministry of Defence, both directly and indirectly. Analysis techniques used in this research is to use Path Analysis. The sampling technique used is Probability sampling, from a population of 188 people, the number of samples is determined by 65 people. Software used to help process the data that is SPSS 20.0 and lisrel 9:20.

The results of this study are: Work experience directly affect the work performance of employees Pusrehab Kemhan. Competency directly affect job performance employee Pusrehab Kemhan. Education and training directly affect job performance employee Pusrehab Kemhan. Work experience directly affect employee career development Pusrehab Kemhan. Competency directly affect an employee's career development Pusrehab Kemhan. Education and training directly affect career development Employee Pusrehab Kemhan. Achievement of work directly affect an employee's career development Pusrehab Kemhan.

**Keywords** : Work Experience, Competence, Education and Training, Job Performance, Career Development