

# **PENGARUH KOMUNIKASI, KOMPETENSI DAN KOMITMEN KERJA TERHADAP PENGEMBANGAN KARIR PEGAWAI (STUDI KASUS PADA DEPARTEMEN TELINGA HIDUNG TENGGOROKAN DI RUMAH SAKIT PUSAT ANGKATAN DARAT GATOT SOEBROTO).**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui adakah pengaruh komunikasi, kompetensi, dan komitmen kerja baik secara parsial maupun secara simultan terhadap pengembangan karir pegawai di Departemen Telinga Hidung Tenggorokan RSPAD Gatot Soebroto. Metode penelitian yang akan digunakan dalam penelitian ini adalah survey dengan pendekatan kausal. Sampel penelitian ini adalah pegawai yang berdinas di Bagian Telinga Hidung Tenggorokan RSPAD Gatot Soebroto dengan jumlah 50 orang. Alat analisis yang digunakan adalah software SPSS versi 19. Adapun hasil penelitian adalah sebagai berikut : terdapat pengaruh signifikan komunikasi secara parsial terhadap pengembangan karir RSPAD di Departemen Telinga Hidung Tenggorokan. Terdapat pengaruh signifikan kompetensi secara parsial terhadap pengembangan karir RSPAD di Departemen Telinga Hidung Tenggorokan. Terdapat pengaruh signifikan komitmen secara parsial terhadap pengembangan karir RSPAD di Departemen Telinga Hidung Tenggorokan. Terdapat pengaruh signifikan komunikasi, kompetensi dan komitmen secara simultan terhadap pengembangan karir RSPAD di Departemen Telinga Hidung Tenggorokan.

**Kata Kunci:** Komunikasi, Kompetensi, Komitmen, Pengembangan Karir Pegawai

**THE INFLUENCE OF COMMUNICATION, COMPETENCE,  
AND COMMITMENT WORK TO EMPLOYEE CAREER  
DEVELOPMENT (A CASE STUDY IN THE OTO RHINO  
LARYNGOLOGI DEPARTMENT AT THE INDONESIA  
ARMY CENTRAL HOSPITAL GATOT SOEBROTO)**

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*Abstract*

The research aims to determine the effect is there any communication, competence, and commitment to work either partially or simultaneously on the career development of employees in the Oto Rhino Laryngologi Department at Indonesia Army Central Hospital Gatot Soebroto. The research method used in this study is a survey of the causal approach. Samples were employees who serve in the Oto Rhino Laryngologi Department at Indonesia Army Central Hospital Gatot Soebroto in the amount of 50 people. The analysis tool used was SPSS version 19. The research results are as follows: there is a significant influence on the development of communication partially career at the Indonesia Army Central Hospital Gatot Soebroto in the Oto Rhino Laryngologi Department. There is a significant influence on the development competency partially career at the Indonesia Army Central Hospital in the Oto Rhino Laryngologi Department. There is a significant effect of partial commitment to career development at the Indonesia Army Central Hospital in the Oto Rhino Laryngologi Department. There is a significant influence of communication, competence and commitment to career development simultaneously at the Indonesia Army Central Hospital in the Oto Rhino Laryngologi Department.

**Keywords:** Communication, Competence, Commitment Work and Employee Career Development