

Hubungan antara pengembangan karir dan karakteristik pekerjaan dengan kinerja pegawai Biro Perlengkapan Departemen Luar Negri RI

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Abstrak

Employee performance is a key factor which determines the success of an organization, since employee performance is both a prerequisite and fundamental capital for developing an organization's performance. There are two potential factors which influence performance; career development and job characteristics. The purpose of this research was to examine the relationship between career development and job characteristics and the performance of employees of the bureau for logistical Affairs of the Department of Foreign Affairs of the Republic of Indonesia.

This research use quantitative approach with survey type. 71 respondents participated in this study that used census sampling. Questionnaires deemed valid and reliable were used to collect data. Data obtained were then were examined using the Rank Spearman Correlation method assisted by SPSS version. 13.

Descriptive analysis result showed that generally, employee performance, career development, and job characteristics were rated as good. Hypotheses testing also showed that career development had a positive and significant relationships with performance, with a coefficient of correlation of 0.634. Whereas the job characteristics also had positive and significant relationship with performance, coefficient of correlation was 0.581. It can be concluded that the performance of employees can be raised by improving the career development system and job characteristics.

Career development should be implemented objectively, fairly, and transparently so that each employee will be more motivated. Moreover, attitudinal factors and achievements should also be given greater consideration. Job characteristic that can be improved include giving authority to employees to do their jobs, and giving rewards fairly to high achieving employees.