

Pengaruh sistem pengembangan karier motivasi kerja dan kemampuan pegawai dalam pengisian jabatan pada sekretariat jendral departemen hukum dan ham r.i. = Influence of career development system, job motivation, employee capability in fulfilling employee formation at general secretariat of legal and human right ministry.

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Abstrak

This research is aimed at researching the problems of organization by investigating influence of career development system, job motivation, and employee capability in fulfilling employee formation as research object. Hypothesis of this research is formulated based on both theory and related concepts and research on formation fulfilling as Implementation from organization as one of strategic human resource managerial function.

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Organizing as one of starting point to planning and actuating of work, setting, formulation and its implementation should be observed clearly and exactly in order to organization steps may be realized both effectively and efficiently. Organizing should be initiated by formation analysis, so, it will be found measurement standard in placing the competent and right man in fulfilling formation having correlation with employee capability, their performance motivation and leadership capability in directing and dividing jobs. Periodically, the employee's capability is evaluated for measuring and Knowing the exact career building and giving award for their achievement. As well as system treatment of career development to give evaluation and job satisfaction both clearly and obviously, it will become motivation for increasing career in the future.

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The data gathered from 70 respondents who fulfill and return questionnaires spread for 100 samples representing all population of 704 employees from 6 bureaus (job unit). Non parameters statistic had been used for testing associative technique with correlation technique. Correlation in which the correlation is said significant when correlation coefficient values  $> 0.001$ .

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Research result had indicated that influence of job motivation, career development system and employee capability, significantly, it played role in fulfilling formation at General Secretariat of Legal and Human Right Ministry of Republic of Indonesia. As to variable correlation values among those four variable, i.g, Formation fulfilling with career development system is 0.580, correlation value among Formation Fulfilling and Job Motivation is 0.503, whereas, correlation among Formation Fulfilling and Employee Capability is 0.555. It may be said that when Development System of career is better, it also will be larger of opportunity of an employee for obtaining formation as building manifestation, increasing career, the success of human resource empowerment, and the stronger job motivation of employee the larger opportunity for fulfilling formation. Continuously, the employee will try to exist in their job in order to satisfy their desire to post their position; and the higher of capability employee to work will give a larger opportunity because selection is conducted within framework to recruit leader candidates by employee capability test.