

Analisis hubungan pengembangan kompetensi dengan pengembangan karir pegawai: studi kasus Biro Kepegawaian Departemen Perindustrian = Analysis on the relationship between the competency development and the carrier development of the employee: case study employee Affairs Bureau, Department of Industry

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=116581&lokasi=lokal>

Abstrak

Carrier development is something, which is required by every employee who works for an organization/company. The carrier development is closely related with the competency owned by any one in carrying out his/her duty. The competency development is carried out in order that the employee and the official has the professionalism in carrying out the duty and function in accordance with the position responsibility consistently and by the program based on the capability qualification dearly required, thus the development can motivate the employee to develop his/her carrier and professionalism.

Objective of this research is to know how high the development of competency carried out by the Department of Industry and its Employee Affairs Bureau; how high the development of carrier of the employees at the Employee Affairs Bureau; and how is the relationship between the competency development carried out and the carrier development of the employees at the Employee Affairs Bureau.

This research utilizes a quantitative approach with co relational method. Distributing the questionnaire to the respondents, interviewing, and literature studying supporting all data of the research carries out the data collecting. Data Processing of the respondents uses SPSS 12.0 program for Windows with correlation technique and frequency distribution.

Sample in this research is all employees in the Employees Affairs Bureau of the Department of Industry, which consist of, are 68 persons. Sample in this research is a census that all population becomes the respondents.

Results of the research show that the effort to develop the competency carried out by the Department of Industry and Employee Affairs is high, the development of the employee's carrier in the Employee Affairs is medium and the competency development has a positive and weak correlation (0,207) toward the carrier development of the employee.