

Analisis Faktor-Faktor Yang Mempengaruhi Career Advancement di Universidade Nacional Timor Lorosa'e (UNTL) = Analysis of Factors that Influence Career Advancement in Universidade Nacional Timor Lorosa'e (UNTL)

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Abstrak

Penelitian ini dilakukan di Universidade Nacional Timor Lorosa'e (UNTL) dengan indikasi tidak ada perkembangan pada kelulusan tes promosi karir pegawai administrasi dari tahun 2019 hingga tahun 2023. Kurangnya kelulusan pada tes promosi karir mengakibatkan stagnansi kemajuan karir pegawai administrasi yang berada ditingkatan tersebut. Rata-rata lamanya berada disetiap tingkatan paling lama enambelas tahunan lebih yaitu ditingkatan paling rendah, Golongan Tenaga Asisten, Tingkat Professional G. Stagnansi kemajuan karir pada pegawai administrasi diperburuk dari jumlah pegawai yang mayoritas masih berada di golongan menengah ke bawah (D, E, F, dan G) masih menduduki persentase yang paling tinggi yaitu 70% dengan masing-masing 33% pada golongan D, 20% pada golongan E, 11% pada golongan F, dan 6% pada golongan G. penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi Career Advancement di UNTL. Penelitian ini menggunakan pendekatan kuantitatif. Pengumpulan data menggunakan metode survei penyebaran kuesioner kepada seluruh pegawai administrasi UNTL, dengan total sampel 359 responden. Pengolahan data pada penelitian ini menggunakan analisis regresi linear berganda dengan teknik moderated regression analysis (MRA), melalui software IBM SPSS. Dari hasil pengujiannya opportunity for promotion berpengaruh positif terhadap career advancement, organization training and development berpengaruh positif terhadap career advancement, opportunity for promotion dan organization training and development berpengaruh positif terhadap career advancement, education dan work experience tidak memoderasi pengaruh opportunity for promotion terhadap career advancement, namun education dan work experience memoderasi pengaruh organization training and development terhadap career advancement.

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This research was conducted at Universidade Nacional Timor Lorosa'e (UNTL) with an indication that there was no development in the passing of career promotion tests for administrative staff from 2019 to 2023. The lack of passing the career promotion test results in stagnation in the career progress of administrative employees who are at that level. The average length of time at each level is more than sixteen years, namely at the lowest level, Assistant Power Class, Professional Level G. The stagnation of career advancement in administrative employees is exacerbated by the number of employees who are still in the lower middle class (D, E, F, and G) still occupying the highest percentage of 70% with 33% each in group D, 20% in group E, 11% in group F, and 6% in group G. This study aims to analyze the factors that affect Career Advancement at UNTL. This study uses a quantitative approach. Data collection used a survey method of distributing questionnaires to all UNTL administrative employees, with a total sample of 359 respondents. Data processing in this study uses multiple linear regression analysis with moderated regression analysis (MRA)

techniques, through IBM SPSS software. From the test results, opportunity for promotion has a positive effect on career advancement, organization training and development has a positive effect on career advancement, an opportunity for promotion, and organization training and development have a positive effect on career advancement, education, and work experience do not moderate the effect of opportunity for promotion on career advancement, but education and work experience moderate the effect of organizational training and development on career advancement.