

ABSTRAK

Retno Dina Lestari, 2021. "Pengaruh Masa Kerja, Kedisiplinan, Motivasi dan Prestasi Kerja terhadap Jenjang Karir Karyawan Bagian Quality Control Pada PT.Great Giant Pineapple Lampung Tengah".Skripsi Program Studi Manajemen, Fakultas Ekonomi dan Bisnis. Universitas Muhammadiyah Metro.Pembimbing (1) H. Suryadi S.E., M.M. Pembimbing (2) H. Suwanto S.E., M.M.

PT.Great Giant Peneapple Lampung Tengah adalah yang bergerak dibidang perkebunan nanas. Dimana dalam kegiatan operasionalnya membutuhkan para perkerja yang komepeten dan berpengalaman , oleh karena itu manajemen sumber daya manusiannya juga harus lebih ditingkatkan. Bebarapa factor yang mempengaruhi dalam kinerja karyawan adalah factor masa kerja, kedisiplinan, motivasi dan prestasi kerja. Rumusan masalah dalam penelitian ini yaitu 1) Apakah terdapat pengaruh antara masa kerja terhadap jenjang karir karyawan? 2) Apakah terdapat pengaruh antara kedisiplinan terhadap jenjang karir karyawan? 3) Apakah terdapat pengaruh antara Motivasi terhadap jenjang karir karyawan? 4) Apakah terdapat pengaruh antara prestasi kerja terhadap jenjang karir karyawan? 5) Apakah terdapat pengaruh antara masa kerja,kedisiplinan, motivasi dan prestasi kerja secara bersama-sama terhadap jenjang karir karyawan?

Penelitian ini dilakukan di PT.Great Giant Pineapple Lampung Tengah. Teknik pengambilan sampel dengan menggunakan solvin kepada 70 responden yaitu karyawan pada PT.Great Giant Pineapple Lampung Tengah. Dengan membagikan kuesioner berupa pertanyaan seputar Masa Kerja, Kedisiplinan, Motivasi dan Prestasi Kerja terhadap Jenjang Karir. Kemudian diolah dengan SPSS versi 21 dengan pendekatan uji asumsi klasik dengan metode normalitas, linieritas, homogenitas. Penelitian ini menggunakan metode kuantitatif dengan analisis regresi berganda , uji parsial, uji F, determinasi untuk mengetahui Pengaruh Masa Kerja, Kedisiplinan, Motivasi dan Prestasi Kerja terhadap Jenjang Karir Karyawan Great Giant Pineapple. Hasil penelitian ini dapat disimpulkan bahwa dapat berpengaruh positif dan signifikan masa kerja terhadap jenjang karir karyawan PT. Great Giant Pineapple, masa kerja poses menetapkan lama waktu berkerja digunakan untuk meningkat kemampuan dan ketrampilan dalam waktu tertentu. Terdapat berpengaruh positif dan signifikan Kedisiplinan terhadap jenjang karir karyawan PT. Great Giant Pineapple, Dengan proses meningkatkan kedisiplinan dan memiliki ketaatan yang baik maka jenjang karir akan mengalami peningkatan. Terdapat berpengaruh positif dan signifikan Motivasi terhadap jenjang karir karyawan PT. Great Giant Pineapple, motivasi proses meningkatkan pemberian motivasi yang baik untuk meningkatkan jenjang karir. Terdapat berpengaruh positif dan signifikan Prestasi Kerja terhadap jenjang karir karyawan PT. Great Giant Pineapple, hal ini menunjukkan bahwa pemberian prestasi kerja sesuai kulititas kerja maka karyawan akan memperoleh jenjang karir yang baik.

Kata Kunci :Masa Kerja, Kedisiplinan, Motivasi, Prestasi Kerja, Jenjang Karir

ABSTRACT

Retno Dina Lestari, 2021. "The Influence of Working Period, Discipline, Motivation and Work Performance on Career Paths of Quality Control Employees at PT. Great Giant Pineapple Central Lampung". Thesis of Management Study Program, Faculty of Economics and Business. University of Muhammadiyah Metro. Supervisor (1) H. Suryadi S.E., M.M. Supervisor (2) H. Suwanto S.E., M.M.

PT. Great Giant Peneapple Central Lampung is engaged in pineapple plantations. Where its operational activities require competent and experienced workers, therefore human resource management must also be further improved. Some of the factors that influence employee performance are the factors of tenure, discipline, motivation and work performance. The formulation of the problem in this study is 1) Is there an influence between the length of service on the employee's career path? 2) Is there an influence between discipline on the career path of employees? 3) Is there an influence between motivation on employee career paths? 4) Is there any influence between work performance on employee career paths? 5) Is there any influence between tenure, discipline, motivation and work performance together on employee career paths?

This research was conducted at PT. Great Giant Pineapple, Central Lampung. Sampling technique using solvin to 70 respondents, namely employees at PT. Great Giant Pineapple Central Lampung. By distributing questionnaires in the form of questions about Working Period, Discipline, Motivation and Work Achievement towards Career Paths. Then it was processed with SPSS version 21 with the classical assumption test approach using the normality, linearity, homogeneity methods. This study uses quantitative methods with multiple regression analysis, partial test, F test, determination to determine the effect of tenure, discipline, motivation and work performance on the career path of Great Giant Pineapple employees. The results of this study can be concluded that can have a positive and significant impact on the career path of employees of PT. Great Giant Pineapple, the tenure of the process determines the length of time used to increase abilities and skills within a certain time. There is a positive and significant effect of Discipline on the career path of PT. Great Giant Pineapple, With the process of increasing discipline and having good obedience, the career path will increase. There is a positive and significant effect of motivation on the career path of employees of PT. Great Giant Pineapple, process motivation increases the provision of good motivation to increase career paths. There is a positive and significant effect of work performance on the career path of employees of PT. Great Giant Pineapple, this shows that providing work performance according to the quality of work, employees will get a good career path.

Keywords : tenure, discipline, motivation, work performance, career path