

ABSTRACT

The research was qualitative in nature. It aimed at examining the influence of individual characteristic and career development towards the employee performance. The sample of the research was the employees of KSPPS BMT Dana Insani Gunungkidul with random sampling method. The data was collected using questionnaire distributed to the employees of KSPPS BMT Dana Insani Gunungkidul. There were 40 questionnaires successfully collected and they were analyzed using double linear regression test with SPSS ver. 22 application. The result of the regression test stated that the individual characteristic and career development had significant influence partially and simultaneously towards the performance of the employee of KSPPS BMT Dana Insani Gunungkidul.

Keywords: Individual Characteristic, Career Development, and Employee Performance

ABSTRAK

Penelitian ini merupakan penelitian kuantitatif. Bertujuan menguji pengaruh karakteristik individu dan pengembangan karir terhadap kinerja karyawan. Sampel dalam penelitian ini adalah karyawan KSPPS BMT Dana Insani Gunungkidul dengan metode random sampling. Data yang dikumpulkan menggunakan angket/kuesioner yang didistribusikan kepada karyawan di KSPPS BMT Dana Insani Gunungkidul. Kuesioner yang berhasil dikumpulkan sebanyak 40 kuesioner. Menggunakan uji regresi linear berganda dengan bantuan aplikasi SPSS V. 22. Hasil regresi menyatakan bahwa karakteristik individu dan pengembangan karir berpengaruh signifikan secara parsial dan simultan terhadap kinerja karyawan KSPPS BMT Dana Insani Gunungkidul.

Kata kunci: *Karakteristik Individu, Pengembangan Karir dan Kinerja Karyawan*