

ABSTRAK

This research was purposed to find out the Effect of Career Development on Employee Performance with Job Satisfaction as an Intervening Variable. The object in this study were the employees in th Regional Company of Bank Pekreditan Rakyat Bantul which located at Jl. Gajah Mada No. 3 Bantul. The sampling technique used in this study was Saturated Technique. There were 90 employees were sampled in this study, and 83 questionnaires returned.

This study used multiple linear regression analysis. Based on the analysis that has been done, the results showed that Career Development had a positive and significantly effect on Employee Performance, it can be seen from the Beta value of 0,349 while the significant of $0,000 < 0,05$. Career Development had a positive and significant effect on the Job Satisfaction, it can be seen from the Beta value of 0,771 and significant of $0,000 < 0,05$. Job Satisfaction had a positive and significant on the Employee Performance, it can be seen from Beta value of 0,555 and significant of $0,000 < 0,05$. The result Career Development had a indirect effect on Empolyee Performance through the Job Satisfaction, it can be seen from the indirect effect of $0,427 >$ direct value of 0,349.

Keywords: Career Development, Job Satisfaction, Employee Performance