

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh karakteristik individu, karakteristik organisasi dan prestasi kerja secara parsial terhadap pengembangan karir pegawai pada PT. Astra International Tbk-Honda Yogyakarta. Subyek dalam penelitian ini adalah pegawai bagian administrasi PT. Astra International Tbk-Honda yang beralamatkan di jalan raya Magelang, Km 7,2 Sendangadi, Mlati, Sleman, Yogyakarta. Dalam penelitian ini sampel berjumlah 96 responden yang dipilih dengan menggunakan metode *purposive sampling*. Metode pengumpulan data menggunakan kuesioner sedangkan teknik analisis data menggunakan uji kualitas instrumen yang meliputi uji validitas dan uji reliabilitas. Pengujian hipotesis dalam penelitian ini meliputi uji regresi linear berganda, uji t, uji F dan koefisien determinasi (R^2).

Berdasarkan analisis yang telah dilakukan diperoleh hasil bahwa karakteristik individu, karakteristik organisasi dan prestasi kerja berpengaruh secara positif dan signifikan terhadap pengembangan karir secara parsial.

Kata kunci: Karakteristik Individu, Karakteristik Organisasi, Prestasi Kerja, dan Pengembangan Karir.

ABSTRACT

This study aims to examine partially influence of individual characteristics, organizational characteristics and work achievements toward the employees career development in PT. Astra International Tbk-Honda Yogyakarta. The subject in this study was the employees in the administration sections of the PT. Astra Interntional Tbk-Honda which is located on Km. 7,2 Magelang highway, Sendangadi, Mlati, Sleman, Yogyakarta. In this study, sample of 96 respondents were selected using purposive sampling. Data collecting used the questionnaire, while data analysis technique that used isntrument quality test consist validity test and reliability test. Hypothesis test in this study consist multiple linear regression, t test, F test and determiation coefficient.

Based on the analysis that have been made the results are the individual characteristics, the organizational characteristics and work achievements are positives and significantly on career development partially.

Keywords: Individual Characteristics, Organizational Characteristics, Work Achievements, Career Development.