

ABSTRAK
ANALISIS PENGARUH KARAKTERISTIK INDIVIDU DAN KARAKTERISTIK ORGANISASI TERHADAP PENGEMBANGAN KARIER DI PT. BPR HARTA MANDIRI PEKANBARU

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Penelitian ini bertujuan untuk mengetahui pengaruh karakteristik individu dan karakteristik organisasi terhadap pengembangan karier karyawan pada BPR Harta Mandiri. Populasi dalam penelitian ini adalah seluruh karyawan yang bekerja di PT. BPR Harta Mandiri. Jumlah sampel sebanyak 26 responden. Uji instrument yang digunakan menggunakan uji validitas dan uji reliabilitas. Teknik analisis yang digunakan adalah metode kuantitatif yaitu teknik analisis data yang menggunakan perhitungan statistik. Pengolahan data menggunakan *software* SmartPls 3. Hasil menunjukkan bahwa 1) Karakteristik Individu berpengaruh terhadap Pengembangan Karier. 2) Karakteristik Organisasi berpengaruh terhadap Pengembangan Karier.

Kata kunci : Karakteristik Individu, Karakteristik Organisasi, Pengembangan Karier karyawan

ABSTRACT

ANALYSIS IMPACT OF INDIVIDUAL AND ORGANIZATION CHARACTERISTICS AGAINST DEVELOPMENT CARRIER IN PT. BPR HARTA MANDIRI PEKANBARU

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This study concerned to know the impact of individual and organization characteristics against the development of employee career in BPR Harta Mandiri. The people involved in this studied were all of the workers in PT BPR Harta Mandiri. The total of the sample was about 26 respondents. Validity and reliability tested were used for instrument testing. Furthermore, the analysis technique used in this studied was a quantitative method which was statistic calculation and also used software SmartPls 3 for data cultivation. The result shows that 1) Individual characteristic has an impact on carrier development of the employee 2) Organization characteristics have an impact against carrier development of the employee.

Keywords : Organization characteristics, Individual characteristics, Development of Employee Career