

ABSTRAK

**PENGARUH PROMOSI JABATAN, TEAMWORK DAN
PENGEMBANGAN KARIR TERHADAP KOMITMEN ORGANISASI
PADA DINAS TENAGA KERJA DAN TRANSMIGRASI
DAERAH ISTIMEWA YOGYAKARTA**

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh secara simultan promosi jabatan, *teamwork* dan pengembangan karir terhadap komitmen organisasi, (2) pengaruh secara parsial promosi jabatan terhadap komitmen organisasi, (3) pengaruh secara parsial *teamwork* terhadap komitmen organisasi, (4) pengaruh pengembangan karir terhadap komitmen organisasi. Penelitian ini merupakan penelitian kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan tetap yang bekerja di Dinas Tenaga Kerja dan Transmigrasi Daerah Istimewa Yogyakarta. Sampel dalam penelitian ini adalah 80 karyawan yang bekerja di Dinas Tenaga Kerja dan Transmigrasi. Teknik pengambilan sampel yang digunakan adalah menggunakan teknik *purposive sampling*. Berdasarkan hasil uji hipotesis menggunakan analisis linear berganda dengan program SPSS 26 diketahui bahwa: (1) promosi jabatan *teamwork* dan pengembangan karir secara simultan berpengaruh terhadap komitmen organisasi, (2) promosi jabatan secara parsial tidak berpengaruh terhadap komitmen organisasi, (3) *teamwork* secara parsial berpengaruh terhadap komitmen organisasi, (4) pengembangan karir secara parsial berpengaruh terhadap komitmen organisasi.

Kata Kunci : Promosi Jabatan, *Teamwork*, Pengembangan Karir, Komitmen Organisasi

ABSTRACT

THE INFLUENCE OF JOB PROMOTION, TEAMWORK AND CAREER DEVELOPMENT ON ORGANIZATIONAL COMMITMENT OF THE MANPOWER AND TRANSMIGRATION OFFICE STAFFS, SPECIAL REGION OF YOGYAKARTA

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This study aims to find out: (1) The simultaneous influence of job promotion, teamwork and career development on organizational commitment, (2) the partial influence of job promotion on organizational commitment, (3) the partial influence of *teamwork* on organizational commitment, (4) the influence of career development on organizational commitment. This research is quantitative research. The population in this study is all permanent employees working at the Manpower and Transmigration Office of the Special Region of Yogyakarta. The sample in this study is 80 employees who work at the Manpower and Transmigration Office. The sampling technique used is using the purposive sampling technique. Based on the results of the hypothesis test using multiple linear analysis with the SPSS 26 program, the research found that: (1) teamwork promotion and career development simultaneously influenced organizational commitment, (2) position promotion partially had no influence on organizational commitment, (3) teamwork partially influenced organizational commitment, (4) career development partially influenced organizational commitment.

Keywords: Position Promotion, Teamwork, Career Development, Organizational Commitment