

ABSTRAK

Rico Sebastian, 71180312104, Pengaruh Pengembangan Karir dan Penilaian Prestasi Kerja Terhadap Promosi Jabatan Pegawai Di PT. Tembakau Deli Medical

Promosi jabatan merupakan salah satu bagian dari program penempatan yang dilakukan oleh perusahaan. Penempatan pegawai dilakukan dengan membuat penyesuaian terhadap kebutuhan perusahaan yang berhubungan dengan perencanaan untuk memperoleh orang yang tepat pada posisi yang tepat pula. Rumusan masalah dalam skripsi ini adalah bagaimana pengaruh pengembangan karir terhadap promosi jabatan pegawai di PT. Tembakau Deli Medical, bagaimana pengaruh penilaian prestasi kerja terhadap promosi jabatan pegawai di PT. Tembakau Deli Medical, bagaimana pengaruh penilaian prestasi kerja dan pengembangan karir terhadap promosi jabatan pegawai di PT. Tembakau Deli Medical. Populasi dalam penelitian ini adalah seluruh pegawai PT. Tembakau Deli Medical jumlah populasi. Data diperoleh melalui data instansi, data perpustakaan dan literatur-literatur. Teknik pengambilan data penulis lakukan melalui wawancara (*interview*) dan studi dokumen. Teknik analisis data penulis lakukan melalui metode analisis deskriptif dan metode analisis regresi linear berganda. Hasil penelitian ini menjelaskan bahwa pengembangan karir berpengaruh positif dan signifikan terhadap promosi jabatan, penilaian prestasi kerja berpengaruh positif dan signifikan terhadap promosi jabatan, pengembangan karir dan promosi jabatan berpengaruh positif dan signifikan promosi jabatan pegawai.

Kata Kunci : Pengembangan Karir, Promosi Jabatan Promosi Jabatan

ABSTRACT

Rico Sebastian, 71180312104, *Effect of Career Development and Job Performance Assessment on Employee Position Promotion at PT. Tobacco Deli Medical*

Promotion is one part of the placement program carried out by the company. The placement of employees is done by making adjustments to the company's needs related to planning to get the right people in the right positions. The formulation of the problem in this thesis is how the influence of career development on the promotion of employee positions at PT. Deli Medical Tobacco, how is the effect of performance appraisal on employee promotion at PT. Deli Medical Tobacco, how is the effect of job performance appraisal and career development on employee promotion at PT. Deli Medical Tobacco. The population in this study were all employees of PT. Tobacco Deli Medical total population. Data obtained through agency data, library data and literatures. The author's data collection technique was done through interviews (interviews) and document studies. The data analysis technique was carried out by the author through descriptive analysis methods and multiple linear regression analysis methods. The results of this study explain that career development has a positive and significant impact on job promotion, job performance appraisal has a positive and significant impact on job promotion, career development and job promotion have a positive and significant impact on employee promotions.

Keywords: *Career Development, Promotion Position Promotion*