

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis faktor – faktor yang dapat mempengaruhi kinerja pegawai pada Politeknik Pelayaran Surabaya. Variabel independen yang digunakan dalam penelitian ini antara lain motivasi kerja, disiplin kerja, dan pengembangan karier. *Simple random sampling* digunakan untuk menentukan jenis responden. Peneliti menggunakan rumus Slovin untuk menentukan jumlah sampel yang diharapkan dapat mewakili populasi yang ada. Metode analisis yang digunakan adalah analisis regresi linier berganda dengan menggunakan program SPSS versi 26. Hasil penelitian ini menunjukkan bahwa motivasi kerja dan pengembangan karier berpengaruh signifikan terhadap kinerja pegawai, sedangkan disiplin kerja berpengaruh tidak signifikan terhadap kinerja pegawai.

Kata Kunci : motivasi, disiplin kerja, pengembangan karier, kinerja karyawan.

ABSTRACT

This research aimed to analyze some factors which could affect the employees' performance at the Surabaya Shipping Polytechnic. Furthermore, there were two variables, independent and dependent variables that were analyzed. The independent variables were work motivation, work discipline, and career development. While the dependent variable was employees' performance. Moreover, the data collection technique used simple random sampling. It was used to determine the respondents' type. Additionally, the instrument in the data collection technique used the Slovin formula; which was used to determine the sample amount expected to represent the existing population. In addition, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 26 version. The research result concluded that both work motivation and career development had a significant effect on the employees' performance at the Surabaya Shipping Polytechnic. On the other hand, work discipline did not affect the employees' performance at the Surabaya Shipping Polytechnic.

Keywords: *Motivation, Work Discipline, Career Development, Employees' Performance*



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