

ABSTRAK

Wenas Yohanes Berchmans (2026), *Pengaruh Kompetensi, Beban Kerja, dan Pengembangan Karir terhadap Kinerja Pegawai Universitas Pendidikan Ganesha*. Tesis, Magister Ilmu Manajemen, Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: Kompetensi, Beban Kerja, Pengembangan Karir, Kinerja Pegawai

Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, beban kerja, dan pengembangan karir terhadap kinerja pegawai di Universitas Pendidikan Ganesha. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner kepada pegawai administrasi di lingkungan Universitas Pendidikan Ganesha yang dijadikan sebagai responden penelitian. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda untuk menguji pengaruh variabel Independen secara parsial maupun simultan terhadap variabel dependen. Hasil penelitian menunjukkan bahwa kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai, beban kerja berpengaruh negatif dan signifikan terhadap kinerja pegawai, serta pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai. Selain itu, hasil uji simultan menunjukkan bahwa kompetensi, beban kerja, dan pengembangan karir secara bersama-sama berpengaruh signifikan terhadap kinerja pegawai di Universitas Pendidikan Ganesha. Temuan penelitian ini memberikan implikasi penting bagi pengelolaan sumber daya manusia di lingkungan universitas, khususnya dalam penguatan kompetensi pegawai, penataan beban kerja yang proporsional, serta pengembangan karir yang transparan dan berbasis kinerja guna meningkatkan kinerja pegawai secara berkelanjutan.

ABSTRACT

Wenas Yohanes Berchmans (2026), The Effect of Competence, Workload, and Career Development on Employee Performance Ganesha Education University. Thesis, Master of Management Science, Postgraduate Program, Ganesha Education University.

*This thesis has been approved and examined by Supervisor I: **Dr. Komang Krisna Heryanda, S.E., M.M.** and Supervisor II: **Dr. M. Rudi Irwansyah, S.Pd., M.Pd.***

Keywords: *Competence, Workload, Career Development, Employee Performance*

This study aims to analyze the effect of competence, workload, and career development on employee performance at Ganesha Education University. The research employs a quantitative approach using a survey method. Data were collected through questionnaires distributed to administrative staff at Ganesha Education University who served as the research respondents. The collected data were analyzed using multiple linear regression analysis to examine the partial and simultaneous effects of the independent variables on the dependent variable. The results indicate that competence has a positive and significant effect on employee performance, workload has a positive and significant effect on employee performance, and career development has a positive and significant effect on employee performance. Furthermore, the simultaneous test results show that competence, workload, and career development jointly have a significant effect on employee performance at Ganesha Education University. These findings provide important implications for human resource management in the university environment, particularly in strengthening employee competence, managing workload proportionally, and implementing transparent and performance-based career development to sustainably enhance employee performance.