

**PENGARUH PENGEMBANGAN KARIR DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN PADA PURI LUMBUNG
COTTAGES RESTAURANT AND SPA MUNDUK**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh: (1) pengembangan karir dan motivasi kerja terhadap kinerja karyawan, (2) pengembangan karir terhadap kinerja karyawan, (3) motivasi kerja kerja terhadap kinerja karyawan dan (4) pengembangan karir terhadap motivasi kerja pada Puri Lumbung Cottages Restaurant and Spa Munduk. Desain penelitian yang digunakan dalam penelitian ini adalah kuantitatif kausal. Objek penelitian ini adalah pengembangan karir, motivasi kerja dan kinerja karyawan. Subjek penelitian adalah seluruh karyawan Puri Lumbung Cottages Restaurant and Spa Munduk dengan jumlah populasi sebanyak 87 orang. Data yang dikumpulkan dengan metode wawancara dan kuesioner. Teknik analisis yang digunakan adalah analisis jalur. Hasil penelitian menunjukkan bahwa: (1) pengembangan karir dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (2) pengembangan karir berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan (4) pengembangan karir berpengaruh positif dan signifikan terhadap motivasi kerja pada Puri Lumbung Cottages Restaurant and Spa Munduk.

Kata-kata kunci: kinerja karyawan, motivasi kerja, pengembangan karir.

**THE EFFECT OF CAREER DEVELOPMENT AND WORK
MOTIVATION ON EMPLOYEE PERFORMANCE IN
PURI LUMBUNG COTTAGES RESTAURANT AND
SPA MUNDUK**

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ABSTRACT

This study aims to examine the effects of: (1) career development and motivation on employee performance, (2) career development on employee performance, (3) motivation on employee performance and (4) career development on motivation at Puri Lumbung Cottages Restaurant and Spa MundukMunduk. The research design used in this research is causal quantitative. The object of this research is career development, motivation and employee performance. The research subjects were all employees of Puri Lumbung Cottages Restaurant and Spa Munduk with a population of 87 people. Data collected by interview and questionnaire methods. The analysis technique used is path analysis. The results showed that: (1) career development and motivation has a positive and significant effect on employee performance (2) career development has a positive and significant effect on employee performance, (3) motivation has a positive and significant effect on employee performance and (4) development career has a positive and significant effect on work motivation at Puri Lumbung Cottages Restaurant and Spa Munduk.

Keywords: career development, motivation and employee performance