

**PENGARUH PENDIDIKAN DAN PELATIHAN, PENGALAMAN KERJA,
DAN PRESTASI KERJA TERHADAP PENGEMBANGAN KARIR
KARYAWAN PADA PDAM KABUPATEN BULELENG**

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ABSTRAK

Tujuan dalam penelitian ini ialah untuk mengetahui hubungan pendidikan dan pelatihan, pengalaman kerja, dan prestasi kerja terhadap pengembangan karir karyawan pada PDAM Kabupaten Buleleng. Penelitian menggunakan jenis penelitian kausal. Populasi dalam penelitian ini seluruh karyawan PDAM ialah 129 responden yang dicari menggunakan *Non Probability Sampling* atau sampel sensus. Metode dalam pengumpulan data yang digunakan menggunakan angket. Teknik analisis data yang digunakan yaitu uji t, dan uji F. Hasil penelitian menunjukkan bahwa terdapat pengaruh secara parsial dan simultan pendidikan, pelatihan, pengalaman kerja, serta prestasi kerja terhadap pengembangan karir karyawan pada PDAM Kabupaten Buleleng. Hasil penelitian menunjukkan bahwa secara parsial maupun simultan pendidikan, pelatihan, pengalaman kerja, dan prestasi kerja berpengaruh positif terhadap pengembangan karir karyawan.

Kata kunci: Pendidikan dan pelatihan, pengalaman kerja, prestasi kerja, dan pengembangan karir.

**EFFECT OF EDUCATION AND TRAINING, WORK EXPERIENCE, AND
WORK ACHIEVEMENT ON EMPLOYEES' CAREER DEVELOPMENT
IN PDAM BULELENG REGENCY**

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ABSTRACT

The purpose of this study was to determine the relationship between education and training, work experience, and work performance on the career development of employees at PDAM Buleleng Regency. This research uses causal research. The population in this study, all PDAM employees, were 129 respondents who were sought using Non Probability Sampling or census samples. The method of data collection used is a questionnaire. The data analysis technique used is the t test, and the F test. The results show that there is a partial and simultaneous influence of education, training, work experience, and work performance on the career development of employees at PDAM Buleleng Regency. The results showed that partially or simultaneously education, training, work experience, and work performance had a positive effect on employee career development.

Keywords: Education and training, work experience, job performance, and career development.