

## **ABSTRACT**

This study aims to determine the effect of career development, and work motivation partially and simultaneously on employee performance. The location of this research was Hotel Indigo Bali Seminyak Beach. The population in this study were employees of Hotel Indigo Bali Seminyak Beach and the sample in this study were 62 employees. The data analysis techniques used in this study are Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Determination Coefficient Test, F Test and T Test. From the results of the study it can be seen that: career development has a significant positive effect on employee performance, work motivation has a significant positive effect on employee performance, simultaneously career development and work motivation have a significant effect on employee performance, career development and work motivation have a strong influence on employee performance. The magnitude of the influence of independent variables on employee performance is 52.9%. Suggestions that can be given by researchers are to routinely carry out position mutations and guide employees to be able to understand work procedures properly during work motivation, and provide training to employees so that later employees are able to produce high work performance.

**Keywords:** Career Development, Work Motivation, Employee Performance

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir, dan motivasi kerja secara parsial dan simultan terhadap kinerja karyawan. Lokasi penelitian ini dilakukan di Hotel Indigo Bali Seminyak Beach. Populasi dalam penelitian ini adalah karyawan Hotel Indigo Bali Seminyak Beach dan sampel dalam penelitian ini sebanyak 62 karyawan. Teknik analisis data yang digunakan dalam penelitian ini adalah Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa: pengembangan karir berpengaruh positif signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif signifikan terhadap kinerja karyawan, secara simultan pengembangan karir dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, pengembangan karir dan motivasi kerja memiliki pengaruh yang kuat terhadap kinerja karyawan. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 52,9%. Saran yang dapat diberikan peneliti adalah secara rutin melakukan mutasi jabatan dan membimbing karyawan agar mampu memahami prosedur kerja dengan baik pada saat dilakukan motivasi kerja, serta memberikan pelatihan kepada karyawan agar nantinya karyawan mampu menghasilkan prestasi kerja yang tinggi.

**Kata kunci:** *Pengembangan Karir, Motivasi Kerja, Kinerja Karyawan*