

**Judul : Pengaruh Pengembangan Karir Pegawai, Motivasi Kerja, Fleksibilitas Kerja Terhadap Kinerja Pegawai Dan Kepuasan Kerja Sebagai Mediasi (Studi Kasus Pada Dinas Pariwisata Labuan Bajo)**

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**Konsentrasi : Manajemen Sumber Daya Manusia (MSDM)**

### **ABSTRAK**

Manajemen Sumber Daya Manusia (MSDM) merupakan faktor kunci dalam keberhasilan organisasi, termasuk instansi pemerintah, di era globalisasi. Kinerja pegawai yang unggul sangat dibutuhkan untuk menghadapi tantangan kompleks dan persaingan yang semakin ketat. Pengembangan SDM secara berkelanjutan menjadi syarat mutlak untuk meningkatkan kinerja organisasi dan mencapai tujuan yang telah ditetapkan. Oleh karena itu, investasi dalam pengembangan SDM merupakan investasi jangka panjang yang sangat penting bagi keberlangsungan dan kemajuan organisasi. Penelitian ini bertujuan untuk mengetahui pengaruh pengembangan karir, motivasi kerja dan fleksibilitas kerja terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel pada Dinas Pariwisata Manggarai Barat Labuan Bajo.

Dalam penelitian ini menggunakan metode penelitian kuantitatif dan teknik pengumpulan data menggunakan kuisioner. Penelitian ini menggunakan non-probability sampling jenuh dikarenakan kurang dari 100 yang dimana semua populasi dijadikan sample. Maka peneliti akan mengambil sample 31 orang seluruh pegawai ASN. Metode teknik analisis data yang digunakan adalah Structural Equation Modeling-Partial Least Square (SEM PLS).

Berdasarkan hasil yang diperoleh antara lain: terdapat (1) pengaruh positif dan signifikan antara pengembangan karir terhadap kinerja pegawai, (2) terdapat pengaruh positif dan signifikan antara motivasi kerja terhadap kinerja pegawai, (3) Fleksibilitas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (4) Pengembangan karir pegawai berpengaruh positif terhadap kepuasan kerja di Dinas Pariwisata Manggarai Barat Labuan Bajo. (5) Motivasi kerja berpengaruh positif terhadap kinerja pegawai di Dinas Pariwisata Manggarai Barat Labuan Bajo. (7) Fleksibilitas kerja berdampak positif dan signifikan terhadap kepuasan kerja pegawai. (8). Kepuasan kerja berpengaruh positif terhadap kinerja pegawai di Dinas Pariwisata Manggarai Barat Labuan Bajo. (9) Kepuasan kerja memediasi, Pengembangan karir, motivasi kerja, dan fleksibilitas kerja terhadap kinerja pegawai di Dinas pariwisata Labuan Bajo.

**Kata Kunci:** Pengembangan Karir, Motivasi, Fleksibilitas, Kepuasan, Kinerja

**Judu** : **The Effect of Employee Career Development, Work Motivation, Work Flexibility on Employee Performance and Job Satisfaction as Mediation (Case Study at The Labuan Bajo Tourism Office)**

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**Konsentrasi** : **Human Resources Management (HRM)**

### **ABSTRACT**

*Human Resource Management (HRM) is a key factor in the success of organizations, including government agencies, in the era of globalization. To face complex challenges and increasingly fierce competition, excellent employee performance is required. Continuous HR development is an absolute requirement to improve organizational performance and achieve predetermined goals. Therefore, investing in HR development is a long-term investment that is critical for the organization; s sustainability and progress. This study aims to determine the effect of career development, work motivation, and work flexibility on employee performance at the West Manggarai Labuan Bajo Tourism Office, with job satisfaction as a variable. This study employs quantitative research methods and uses questionnaires for data collection. This study uses saturated non-probability sampling because the sample size is less than 100 for all populations. The researcher will then select a sample of 31 individuals from the total civil servant population. The data analysis technique used is Structural Equation Modelling—Partial Least Squares (SEM PLS). Based on the results obtained, among others, there is (1) a positive and significant influence between career development and employee performance; (2) there is a positive and significant influence between work motivation and employee performance; and (3) work flexibility has a positive and significant effect on employee performance. (4) Employee career development has a positive effect on job satisfaction at the West Manggarai Labuan Bajo Tourism Office. (5) Work motivation has a positive effect on employee performance at the West Manggarai Labuan Bajo Tourism Office. (7) Work flexibility has a positive and significant impact on employee job satisfaction. (8). Job satisfaction has a positive effect on employee performance at the West Manggarai Labuan Bajo Tourism Office. (9) At the Labuan Bajo tourism office, job satisfaction mediates the effects of career development, work motivation, and work flexibility on employee performance.*

**Keywords:** *career development, motivation, flexibility, satisfaction, performance civil*