

## **ABSTRACT**

This research aims to analyse the influence of competence, motivation, and career development interventions on employee career development at Padma Resort Legian, Bali. The study involved 76 permanent employees selected through purposive sampling to ensure representation from each department, with the sample size determined using the Slovin formula. Quantitative analysis methods were employed, including validity and reliability tests, classical assumption tests, partial and multiple correlations, multiple linear regression, coefficient of determination, and t and F tests at a 5% significance level. The results indicate that competence, motivation, and career development interventions have both partial and simultaneous positive and significant effects on employee career development, collectively contributing 89.6% to the career development variable. The regression coefficients for competence, motivation, and career development interventions are 0.299, 0.329, and 0.402, respectively, all of which are statistically significant ( $\text{sig} < 0.05$ ). The findings highlight the importance of these three factors in promoting career development among employees. It is recommended that the management of Padma Resort Legian continuously strengthen employee competencies, enhance motivation, and design effective career development interventions to maximize employee potential and career growth.

Keyword : Competence, Motivation, Career Depvopment Intervention, Career Development

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, motivasi, dan intervensi pengembangan karir terhadap pengembangan karier karyawan di Padma Resort Legian. Studi ini melibatkan 76 karyawan tetap yang dipilih secara purposive sampling atas keterwakilan setiap bagian yang ada di hotel, dengan jumlah sampel ditentukan menggunakan rumus Slovin. Penelitian menggunakan metode analisis kuantitatif berupa uji validitas, reliabilitas, uji asumsi klasik, korelasi parsial dan berganda, regresi linear berganda, koefisien determinasi, serta uji t dan f dengan tingkat signifikansi 5%. Hasil analisis menunjukkan bahwa kompetensi, motivasi, dan intervensi pengembangan karir secara parsial maupun simultan berpengaruh positif dan signifikan terhadap pengembangan karir karyawan, dengan kontribusi ketiga variabel tersebut sebesar 89,6% terhadap variabel pengembangan karir. Koefisien regresi untuk kompetensi, motivasi, dan intervensi pengembangan karir berturut-turut adalah 0,299; 0,329; dan 0,402, semuanya signifikan secara statistik ( $\text{sig} < 0,05$ ). Kesimpulan penelitian ini menegaskan pentingnya ketiga faktor dalam meningkatkan pengembangan karir karyawan. Saran penelitian bagi manajemen Padma Resort Legian adalah agar dapat terus memperkuat pengembangan kompetensi, meningkatkan motivasi, serta merancang intervensi pengembangan karir yang efektif guna memaksimalkan potensi dan pertumbuhan karir karyawan.

Kata kunci : Kompetensi, Motivasi, Intervensi Pengembangan Karir, Pengembangan Karir