

ABSTRAK

Herlina Murniwati. NIM 2017160116. Analisis Pengembangan Karir Karyawan Terhadap Kinerja Pada Kopindosat Jakarta Di Masa Pandemi Covid-19. Di bawah bimbingan Bapak Kasman, SE, MM.

Penelitian ini bertujuan untuk mengetahui bagaimana pengembangan karir dan kinerja karyawan Kopindosat Jakarta di masa pandemi Covid-19 serta pengaruh pengembangan karir Terhadap Kinerja Karyawan Kopindosat Jakarta Di Masa Pandemi Covid-19? Pandemi Covid-19 memberikan dampak negatif bagi keberlangsungan Manajemen SDM di perusahaan. Manajemen SDM adalah salah satu aset penting bagi perusahaan untuk terus berkembang dan bertahan disaat pandemi. Perusahaan tetap harus memperhatikan keberlangsungan para pekerjanya dengan meningkatkan pengembangan karir, agar kinerja karyawan yang dihasilkan untuk perusahaan lebih baik dari sebelumnya. Kopindosat merupakan salah satu perusahaan yang mampu bertahan dikala pandemi saat ini, tanpa melakukan PHK, tidak ada pengurangan kompensasi, dan tetap melanjutkan pengembangan karir. Teknik pengumpulan data yang dilakukan dengan menyebarkan kuesioner yang menggunakan modifikasi skala likert 4.3.2.1 melalui Google Form. Populasi pengumpulan data adalah karyawan Head Office Kopindosat. Adapun jumlah sampel yang digunakan sebanyak 43 responden dengan menggunakan rumus Slovin. Metode yang digunakan adalah analisis deskriptif dengan pendekatan kualitatif yang dikuantitatifkan. Pengembangan karir dan kinerja karyawan Kopindosat Jakarta di masa pandemi Covid-19 masuk kedalam katagori tinggi pada tabel interval. Metode analisis menggunakan analisis regresi linier sederhana, didapatkan hasil persamaan regresi yaitu $Y = 0.240 + 0.886X$. Untuk mengetahui signifikan variabel pengembangan karir dan kinerja karyawan secara parsial menggunakan uji T. Hasil perhitungan dengan SPSS ver. 25. Hasil uji T didapatkan nilai $t_{hitung} = 5.211 > 1.68385$ t_{tabel} , maka H_1 diterima. Berdasarkan hasil penelitian menunjukkan bahwa adanya pengaruh yang signifikan dan positif pengembangan karir terhadap kinerja karyawan Kopindosat Jakarta di masa pandemi covid-19. Kopindosat perlu lebih transparan dalam mendukung program pengembangan karir untuk seluruh karyawan, agar memperoleh hasil kinerja karyawan pada arah yang positif, hal ini sangat baik bagi keberlangsungan perusahaan dan karyawan.

Kata kunci: Pandemi, Pengembangan Karir, Kinerja Karyawan, Kopindosat.

ABSTRACT

Herlina Murniwati. NIM 2017160116. Analysis of Employee Career Development on Performance at Kopindosat Jakarta During the Covid-19 Pandemic. Under the guidance of Mr. Kasman, SE, MM.

This study aims to find out how the career development and performance of Kopindosat Jakarta employees during the Covid-19 pandemic and the effect of career development on the performance of Jakarta Kopindosat employees during the Covid-19 Pandemic? The Covid-19 pandemic has had a negative impact on the sustainability of HR Management in the company. HR management is one of the important assets for companies to continue to grow and survive during a pandemic. Companies must still pay attention to the sustainability of their employees by increasing career development, so that the performance of the employees produced for the company is better than before. Kopindosat is one of the companies that is able to survive during the current pandemic, without layoffs, no reduction in compensation, and continuing career development. The data collection technique was carried out by distributing questionnaires using a modified Likert scale 4.3.2.1 through Google Form. The population of data collection is the employees of the Kopindosat Head Office. The number of samples used as many as 43 respondents using the Slovin formula. The method used is descriptive analysis with a quantitative approach. The career development and performance of Kopindosat Jakarta employees during the Covid-19 pandemic is in the high category in the interval table. The analysis method uses simple linear regression analysis, the results of the regression equation are $Y = 0.240 + 0.886X$. To find out the significant variables of career development and employee performance partially using the T test. The results of calculations with SPSS ver. 25. The results of the t-test showed that the value of t-count $X = 5.211 > 1.68385$ t table, then H1 was accepted. Based on the results of the study, it shows that there is a significant and positive influence on career development on the performance of Kopindosat Jakarta employees during the covid-19 pandemic. Kopindosat needs to further transparent in support career development programs for all employees, in order to obtain employee performance results in a positive direction, this is very good for the sustainability of the company and employees.

Keywords: Pandemic, Career Development, Employee Performance, Kopindosat.

