

ABSTRAK

Berlian Pramudita. 2024. Pengaruh Rotasi Kerja, Pengembangan Karir, Dan Motivasi Terhadap Kinerja Pegawai PT BPR Mulyo Raharjo Magetan. Skripsi. Program Studi Manajemen, FEB, Universitas Pgri Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk pengaruh Rotasi Kerja (X_1), Pengembangan Karir (X_2), dan Motivasi kerja (X_3) terhadap Kinerja Pegawai (Y) Pada PT BPR Mulyo Raharjo. Jenis penelitian yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Pada penelitian digunakan model penelitian observasi, wawancara dan angket kuisioner dengan responden 72 karyawan. Berdasarkan hasil analisis data dan pembahasan dapat ditarik beberapa kesimpulan dalam penelitian pada karyawan PT BPR Mulyo Raharjo Magetan sebagai berikut: Rotasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai PT BPR Mulyo Raharjo. Pengembangan karir berpengaruh positif dan signifikan terhadap Kinerja pegawai PT BPR Mulyo Raharjo. Motivasi kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai PT BPR Mulyo Raharjo Magetan.

Kata Kunci : Rotasi Kerja, Pengembangan karir, Motivasi Kerja, Kinerja Pegawai

ABSTRACT

Berlian Pramudita. 2024. The influence of Job Rotation, Career Development, and Motivation towards the Performance Employees of PT BPR Mulyo Raharjo Magetan. Thesis. Management Study Program, FEB, Universitas PGRI Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

This research aimed to determine the influence of Job Rotation (X1), Career Development (X2), and Work Motivation (X3) towards Employee Performance (Y) at PT. BPR Mulyo Raharjo. The type of research used was a quantitative approach. In the research, observation research models, interviews and questionnaires were used with 72 employee respondents. Based on the results of data analysis and discussion, several conclusions can be drawn in research on PT BPR Mulyo Raharjo, Magetan employees are : Job Rotation has a positive and significant effect towards PT BPR Mulyo Raharjo employee performance. Career Development has a positive and significant effect towards the performance of PT BPR Mulyo Raharjo employees. Work Motivation has a positive and significant effect towards employee performance at PT. BPR Mulyo Raharjo, Magetan .

Keyword: *Job Rotation, Career Development, Work Motivation, Employee Performance*