

ABSTRACT

THE INFLUENCE OF CAREER PATH AND COMPETENCE ON EMPLOYEE PERFORMANCE AT THE PERSONNEL AND HUMAN RESOURCE DEVELOPMENT AGENCY (BKPSDM) OF BANDAR LAMPUNG CITY

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This study aimed to examine the influence of career path and competence on the performance of employees at the Personnel and Human Resource Development Agency (BKPSDM) of Bandar Lampung City. The research employed a quantitative approach, utilizing primary data. Data were collected through a field study and survey. The study population consisted of 33 employees, all of whom were also used as the research sample. Instrument testing included validity and reliability tests. The data analysis prerequisites consisted of normality, linearity, and multicollinearity tests. The analytical method used was multiple linear regression, while hypothesis testing was conducted using t-tests and F-tests. The results of the study indicated that both career path and competence had a positive and significant effect on employee performance at BKPSDM Bandar Lampung City, whether partially and simultaneously. These findings suggest that well-structured career development and strong employee competencies contribute significantly to improved performance in government institutions.

Keywords: Career Path, Competence, Employee Performance, Government Institutions

