

ABSTRAK

RISFAYANTI RUSTAM. 2024. *Pengaruh Hard Skill dan Pengembangan Karier Terhadap Pencapaian Kinerja Pegawai Pada Dinas Perhubungan Kota Makassar*. Skripsi Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh: Moh. Aris Pasigai dan Zalkha Soraya.

Adapun tujuan penelitian ini untuk mengetahui Pengaruh Hard Skill dan Pengembangan Karier Terhadap Pencapaian Kinerja Pegawai Pada Dinas Perhubungan Kota Makassar. Metode analisis yang digunakan deskriptif kuantitatif dengan jumlah sampel yang diambil sebanyak 89 responden dari jumlah populasi sebanyak 787 orang pada Dinas Perhubungan Kota Makassar dengan menggunakan rumus slovin.

Adapun Teknik analisis data berupa regresi linear berganda dan teknik pengumpulan data yang dilakukan melalui observasi, kuesioner dan dokumentasi. Hasil penelitian menunjukkan bahwa Pengaruh Hard Skill dan Pengembangan Karier Terhadap Pencapaian Kinerja Pegawai Pada Dinas Perhubungan Kota Makassar berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Perhubungan Kota Makassar.

Kata Kunci : *Hard Skill, Pengembangan Karier, Kinerja Karyawan*



ABSTRACT

RISFAYANTI RUSTAM. 2024. Influence Hard Skill and Career Development Towards Employee Performance Achievement At the Makassar City Transportation Department Management Study Program Thesis Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by: Moh. Aris Pasigai and Zalkha Soraya.

To determine the influence of the Hard Skills and Career Development Towards Employee Performance Achievement At the Makassar City Transportation Department. To analyze this research, the method used is quantitative descriptive with the number of samples taken as many as 89 respondents from the total population as many as 787 people at the Makassar City Transportation Service Using the Slovin formula.

The data analysis technique using multiple linear regression and data collection techniques are carried out through observation, questionnaires and documentation. The research results show that the influence of Hard Skills and Career Development on the performance of Makassar City Transportation Service employees positive and significant effect on the performance of Makassar City Transportation Service employees.

Keywords: Hard skills, Career Development, Performance

