

ABSTRACT

Career development is implemented because Telkomsel's target presented by President Commissioner Mr. Alex J Sinaga in 2017 will optimize the first Long Term Evolution (LTE) broadband technology in Indonesia so Telkomsel employees are prepared for long-term career, so that the company can also know career interest employees in the future through career development programs so that employees can produce better performance improvements that will be tailored to the level of education, knowledge, skills, employment, and employee performance appropriately and in accordance with the competencies and job qualifications required. The purpose of this study is to find out how good the career development is and to know how significant the influence of career development on employee performance at Telkomsel Regional Jawa Barat.

The independent variables in this study are the career development consisting of promotion (X1), training (X2), and mutation (X3) (Riva'I (2003:124)) and the dependent variables are the employee performances. This research is a quantitative research. The sampling technique used in this research is non-probability sampling by random sampling method. The respondents consist of 60 employees of Telkomsel Regional Jawa Barat. The data analysis techniques applied in this study are descriptive analysis technique and path analysis.

The results of this study show that career development variables are considered good with the percentage of 63.93 %. Simultaneously, the career development has a significant effect on employee performance, while partially it indicates that career development which has a significant effect on the performance of Telkomsel Regional Jawa Barat with a percentage of 72.6 %.

Keywords: Career Development, Promotion, Training, Mutation, and Employee Performance