

ABSTRACT

PT. Pupuk Kujang Cikampek is a company engaged in the national fertilizer industry, the company is required to continue to grow and adapt. In achieving good performance, employees need to have high discipline and career development in accordance with the company. So companies need to do good human resource management. Career development and work discipline are factors that can affect the performance of human resources.

The purpose of this research is, first to find out how career development in the company. Second, to determine the level of work discipline. Third, to determine the level of employee performance. Fourth to find out how much influence career development and work discipline simultaneously and partially at PT. Cikampek Kujang Cikampek.

In this research, the method used is quantitative method. The method of data collection was done through distributing questionnaires to 170 respondents, employees of PT. Pupuk Kujang Cikampek. The questionnaire that will be used in this study consists of 34 statement items and uses non-probability sampling and saturated sampling techniques. Data processing in this study using SPSS 25 software. In explaining the results of the study, data analysis techniques used descriptive analysis, multiple linear regression analysis.

The results of data processing show that career development has a significantly positive effect on employee performance and work discipline has a significantly positive effect on employee performance at PT.Pupuk Kujang Cikampek with the coefficient of determination obtained with an R2 value of 69.4% and the remaining 30.6% not investigated in this study.

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This research is expected to be used as an evaluation of the company to pay more attention to career development of employees by conducting leadership training. While the work discipline conducts regular evaluations and reprimands so as to maximize employee performance in the company.

Keywords: *Career Development, Work Discipline, Employee Performance*