

ABSTRACT

Human Resources (HR) has an important role in a company, that will determine that companies are good performance companies or bad performance companies. In general the company's have career development program to improve the ability of human resources (HR) with specific requirements. Researchers are very interested in researching the influence of individual career development toward performance of employee at PT Pos Indonesia (Persero) Headquarters in Bandung, because based on the data, employee performance is not stable.

This research aims to know the individual career development, employee performance, and influence of individual career development toward performance of employee at PT Pos Indonesia (Persero) Headquarters in Bandung. The type of research used descriptive and causal. The methods used in this research is quantitative methods. Sample retrieval techniques in research is a random sampling. This research uses descriptive analysis and simple linear regression.

The results of this study indicate that individual performance and career development of employees at PT Pos Indonesia (Persero) Headquarters in Bandung, showed good results, and there is the influence between the career development of employee performance with the contribution against the influence is 46.78% and the value of 0.00 significance. Conclusion of this research is the career development of employee performance significantly influential at PT Pos Indonesia (Persero) Headquarters in Bandung.

Key words: development, career, performance.