

ABSTRAK

Visi Telkom Indonesia “*Be the King of Digital in the Region*” dengan misi “*Lead Indonesian Digital Innovation and Globalization*” dengan *Strategic objectives Top 10 Market Capitalization Telco in Asia-Pacific by 2020*, Berdasarkan visi dan misi Telkom Indonesia, untuk mewujudkan visi tersebut perlu didukung oleh karyawan yang memiliki kompetensi yang unggul di bidang digital dan Manajemen Karir Karyawan yang bertujuan untuk meningkatkan kepuasan Karyawan. Terkait dengan hal tersebut, perlu dilakukan penelitian tentang faktor-faktor yang mempengaruhi Karir Karyawan Direktorat *Human Capital Management*.

Penelitian ini dilakukan bertujuan untuk mengetahui faktor-faktor yang mempengaruhi karir karyawan dari perspektif Manajemen karir Organisasi dan manajemen Karir Individu Direktorat *Human Capital Management*. Dimensi Manajemen Karir Organisasi meliputi *Career Management Policy, Career Development dan Career Information*, sedangkan Manajemen Karir Individu meliputi *Networking, Mobility Oriented Behaviour, Practical Thing dan Drawing Attention*.

Penelitian menggunakan metode deskriptif dan metode verifikatif. Responden penelitian ini adalah semua karyawan Direktorat *Human Capital Management* yang berjumlah 62 karyawan. Pengumpulan data dilakukan melalui kuesioner yang diberikan kepada semua karyawan Direktorat *Human Capital Management*. Analisa data menggunakan teknik analisa statistik yaitu : Analisa Regresi Berganda, Pengujian Hipotesis, Koefisien Korelasi Pearson, Koefisien Determinasi, dan Uji Normalitas.

Berdasarkan hasil pengolahan data dapat diketahui bahwa dapat diketahui bahwa Manajemen karir organisasional memiliki rata-rata persentase 81,30% atau masuk dalam kategori baik. Nilai persentase tertinggi terdapat pada sub variabel *Career Development*, yaitu sebesar 82,70% kemudian diikuti oleh sub variabel *Career Management Policy* dan *Career Information* yang masing-masing sebesar 82,20% dan 78,90%. Manajemen karir individual memiliki rata-rata persentase 79,50% atau masuk dalam kategori tinggi, dapat dikatakan bahwa responden pada variabel ini memiliki pemahaman yang **tinggi** terhadap manajemen karir individu masing-masing. Variabel *Networking* dengan rata-rata persentase 86,40% memiliki kategori yang sangat tinggi, sedangkan nilai persentase yang terendah terdapat pada sub variabel *drawing attention* dengan rata-rata persentase sebesar 77,60%.

Berdasarkan hasil penelitian, maka Direktorat *Human Capital* dalam mengelola karir karyawan dari perspektif Manajemen Karir Organisasi mengutamakan pengelolaan *Career Development* dan dari perspektif Manajemen Karir Individu, Karyawan membangun networking.

Kata kunci: Manajemen Karir, Manajemen Karir Organisasional, Manajemen Karir Individual, Jenjang Karir.

Abstract

Vision of Telkom Indonesia "Be the King of Digital in the Region" with the mission of "Lead Indonesian Digital Innovation and Globalization" by Strategic objectives Top 10 Market Capitalization Telco in Asia-Pacific by 2020, According to the vision and mission of Telkom Indonesia, to realize this vision needs to be supported by employees who have a superior competence in the field of digital and Career Management Employee aimed at improving employee satisfaction. Related to the above, it is necessary to do research on the factors that influence the Career Employee Directorate of Human Capital Management.

This study aimed to find out the factors that influence an employee's career from the perspective of Organizational career management and career management Individuals Directorate of Human Capital Management. Dimensions of Organizational Career Management Policy includes the Career Management, Career Development and Career Information, while the Individual Career Management include Networking, Mobility Oriented Behaviour, Practical Thing and Drawing Attention.

Research using descriptive methods and verification methods. Respondents are all employees of the Directorate of Human Capital Management totaling 62 employees. Data collected through questionnaires given to all employees of the Directorate of Human Capital Management. Analysis of data using statistical analysis techniques, namely: Multiple Regression Analysis, Testing Hypothesis, Koefision Pearson correlation, coefficient of determination, and Normality Test.

Based on the results of data processing can be seen that it is known that organizational career management had an average percentage of 81.30% or fit in either category. The highest percentage of the value contained in the variable sub Career Development, amounting to 82.70% followed by the sub-variable Career Management Policy and Career Information respectively of 82.20% and 78.90%. Individual career management had an average percentage of 79.50% or higher in the category, it can be said that the respondents in this variable has a high understanding of the management of each individual's career. Networking variable with an average percentage of 86.40% has a very high category, while the lowest percentage value contained in the variable sub drawing attention to the average percentage of 77.60%.

Based on research, the Directorate of Human Capital in managing the careers of employees from the perspective of Organizational Career Management, Career Development and prioritizes management from the perspective of Individual Career Management, Employee build networking.

Keywords: Career Management, Organizational Career Management, Individual Career Management, Career Path.