

## **ABSTRACT**

This research was conducted at the School of Economics and Business of Telkom University by using aspects of work, career development opportunities, and competence development as an independent variable and performance as the dependent variable.

The purpose of this study was to determine the effect of variable work consisting of a variety of skills, task identity, awareness of the work, autonomy, and feedback, variable career development opportunities consist of fair treatment in the career, the attention of the immediate supervisor, information promotion opportunity, the desire to promoted, and the level of satisfaction, as well as competence development variables consisting of motives, traits, self-concepts, knowledge and skills on the performance of a permanent lecturer as permanent employee at the School of Economics and Business of Telkom University.

This study is a quantitative-descriptive and causal. A survey published directly to 65 of 71 respondents. This study is using saturated sampling which is used non-probability technique sampling.

The analysis used is multiple linear regression analysis. Based on the research results show respondents' assessment of work, career development opportunities, competence development, and performance is included in the category of high and very high.

This research found that aspects of the work (X1), career development opportunities (X2), and competency development (X3) simultaneously and partially affected the performance (Y) at the School of Economics and Business of Telkom University.

**Keywords:** Work, Career Development Opportunities, Competence Development, Performance.