

ABSTRACT

The fact that the quality of human resources determines the quality of the company must be admitted by every company, because without having a competitive HR, an organization will experience setbacks and ultimately be left out because of the inability to face the competition. Those conditions require organizations within the company carry out career development for employees, which must be done in a planned and sustainable manner. The purpose of this study was to determine whether career development programs influence the promotion at PT. XL Axiata Tbk Bandung branch.

The method used in this study is quantitative methods with the type of descriptive research. The sampling technique used non probability sampling using 30 respondents of PT employees. XL Axiata Tbk Bandung branch. The analytical method used is simple linear regression analysis.

Based on the result of research it showed that the influence of career development variables on job promotion variables is 50.9%. While the remaining of 49.1% is influenced by other factors that not examined in this study.

Researchers suggest that PT. XL Axiata Tbk Bandung branch in the future the company is expected to see the educational background, years of service, and suitability of education with work in the promotion. Then the company is also expected to provide equal opportunities for employees to develop their careers.

Keywords: Career Development, Promotion, PT. XL Axiata Tbk