

## **ABSTRACT**

*Human resources in each tertiary institution need to be managed as well as possible in order to make a contribution in achieving the university's goals. Employees who have talents, competencies, and personnel, will be greatly needed by college because the progress or decline of a college is in the hands of its human resources. Employee competence and career development are the biggest elements that make up the strength of human resources.*

*This research was conducted to determine the effect of competency influence on career development at Telkom University. The purpose of this research is to find out and analyze how the competence of employees at the Telkom University and how it affects employee career development.*

*This study uses a quantitative approach with data collection methods carried out by distributing questionnaires with the number of respondents as many as 159 permanent employees of Telkom University academic support staff. Data management in this study used SPSS Statistic version 20 software.*

*Based on the research results, it shows that competence has a significant effect on career development at Telkom University. Based on the coefficient of determination, it is known that competence has an effect on career development by 23.7% and the remaining 76.3% is influenced by other variables.*

*Telkom University needs to maintain and improve the competence of employees in order to achieve the desired career achievement, as well as facilitate Telkom University in achieving its goals.*

*Keywords: competence, career development.*