

ABSTRACT

Human resources are considered the most important factor in the company because it is tasked with achieving its goals with collaborative efforts between employees. The purpose of this study was to determine the effect of career development and work discipline on the performance of employees of PT Sangkuriang Biro Arsitek & Insinjur.

Based on the research that has been conducted, the researcher uses a saturated sample with 48 respondents who are all employees of PT Biro Arsitek & Insinjur Sangkuriang. The data analysis used is descriptive analysis and SEM PLS analysis. This data processing uses SmartPLS 3.2.9 software.

Based on the results of the data that has been processed by the author, there is an influence of career development on employee performance with a t-statistic value of 5,312 and a p-value of <0,05. There is an effect of work discipline on employee performance of 2,375 and the p-value result <0,05. The research conducted, the results will be given to the company that is the object of this research. Hopefully, this research can be useful for the company and can be used as a review material for the company.

Key Words

Employee Performance, Work Discipline, Career Development.