

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran dan besaran pengaruh variabel Penilaian Prestasi Kerja dan Kompetensi secara simultan terhadap Promosi Jabatan. Metode penelitian yang digunakan adalah metode Deskriptif dan Verifikatif dengan pendekatan Kuantitatif. Alat untuk pengumpulan data menggunakan kuesioner yang disebarakan kepada 74 karyawan di PT Sabda Alam *Resort* Garut dengan menggunakan teknik teknik non probability sampling, sampel jenuh. Berdasarkan hasil penelitian pada perusahaan PT Sabda Alam *Resort* Garut Variabel Penilaian Prestasi Kerja dan Kompetensi dan Promosi Jabatan karyawan pada kategori tidak baik. Berdasarkan hasil uji determinasi diperoleh bahwa variabel Penilaian Prestasi Kerja berkontribusi (berpengaruh) secara signifikan terhadap Promosi Jabatan sebesar 80,60% Variabel Kompetensi berkontribusi (berpengaruh) terhadap Promosi Jabatan sebesar 76% dan Penilaian Prestasi Kerja dan Kompetensi berpengaruh terhadap Promosi Jabatan sebesar 83,80%. Hasil penelitian secara parsial menunjukkan penilaian Prestasi Kerja berpengaruh terhadap Promosi Jabatan, kompetensi berpengaruh terhadap Promosi Jabatan. Secara simultan Penilaian Prestasi Kerja dan Kompetensi berpengaruh terhadap Promosi Jabatan.

Kata kunci: Penilaian Prestasi Kerja, Kompetensi, Promosi Jabatan

ABSTRACT

This study aims to explain the description and magnitude of the influence of the variable Job Performance Assessment and Competence simultaneously on Job Promotion. The research method used is descriptive and verification methods with a quantitative approach. The tool for data collection uses a questionnaire distributed to 74 employees at PT Sabda Alam Resort Garut by using non-probability sampling techniques, saturated samples. Based on the results of research at the company PT Sabda Alam Resort Garut, variables for Assessment of Work Performance and Competence and Employee Position Promotion in the interval category are not good. Based on the results of the determination test, it was found that the Job Performance Assessment variable contributed (influenced) significantly to the Promotion of Position by 80.60%. Competency variables contribute (influence) to Job Promotion by 76% and Work Performance Assessment and Competence affect Position Promotion by 83.80%. The results of the study partially show that the assessment of Job Performance has an effect on Job Promotion, competence has an effect on Job Promotion. Simultaneously, Assessment of Work Performance and Competence has an effect on Position Promotion.

Keywords: Job Performance Assessment, Competence, Position Promotion