

## ABSTRAK

Penelitian dilakukan guna mencari tahu dan menilai dampak komitmen organisasi serta pengembangan karir terhadap kinerja pekerja PT PAL Indonesia (Persero). Studi ini bertujuan dalam mengetahui faktor komitmen organisasi dan pengembangan karir pada kinerja karyawan melalui penerapan pendekatan non-eksperimental yang disebut studi pengaruh. Pengumpulan data dengan menerapkan pendekatan survei angket, dan data dikaji dengan memanfaatkan analisis regresi linier berganda, serta uji hipotesis tradisional seperti uji validitas, uji reliabilitas, uji t, dan uji F. Sebanyak 1.200 pekerja tetap PT PAL Indonesia (Persero) terlibat pada studi yang dilakukan ini. Sedangkan sampel pada penelitian ini yakni pekerja struktural Divisi PT PAL Indonesia (Persero). Sesuai dengan temuan studi bisa dibuat kesimpulan bahwa komitmen organisasional serta pengembangan karir secara insentif mempunyai pengaruh yang besar pada kinerja karyawan di PT PAL Indonesia (Persero).

**Kata Kunci : Komitmen Organisasional, Pengembangan Karir, Kinerja Karyawan.**

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At PT PAL Indonesia, research was lead to evaluate and assess the impact of organizational commitment and career development on employee performance (Persero). To investigate the effect of organizational commitment and career development on job satisfaction, this study employs a non-experimental technique in the form of an influence study. A questionnaire survey approach was employed to obtain data. Multiple linear regression analysis, as well as traditional assumption tests such as the validity test, reliability test, T test, and F test, were employed in the data analysis. A total of 1,200 permanent workers of PT PAL Indonesia (Persero) were included in the study. While the participants in this study were structural workers of PT PAL Indonesia's Division (Persero). Refers to that findings, it can be accept that at PT PAL Indonesia, organizational commitment and career development have a substantial impact on employee performance (Persero).

**Keywords :** *Organizational Commitment, Career Development, Employee Performance.*