ABSTRACT

Eko Nurcahyo, ***ANALYSIS OF PERFORMANCE APPRAISAL AND CAREER DEVELOPMENT OF ITS IMPACT ON EMPLOYEE MOTIVATION IN*** **PT. KERETA API (PERSERO) DAERAH OPERASI 3 CIREBON,** ***Under Guidance*** **Isniar Budiarti, SE., M.Si**

One of the objectives of performance appraisal is to motivate employees to work better, otherwise the performance assessment can also be used as a reference to the appropriate employee career development so that employees can balance between the needs and interests of the company.

This study aims to determine how the implementation of performance appraisal and career development at PT. Railways (Limited) Operation Area 3 Cirebon impact on employee motivation. In this study there are three variables, namely the assessment of performance as the independent variable (X_1), career development as an independent variable (X_2), and employee motivation as the dependent variable (Y).

The method of analysis used in this research is descriptive method and verifikatif. Descriptive method is a method of describing the actual events in the field of the object to be examined so as to achieve a tentative conclusion. While this method is proving to test verifikatif hipotesi research results through statistical calculations in order to get the proof that shows the hypothesis is rejected or accepted. Sampling methods used to approach Slovin refer as many as 92 respondents.

Problems that occur are the performance appraisal and career development that have not been up to the expectations of employees, while the two variables is one of the factors that can affect the motivation of employees in the work.

These results indicate that performance appraisals are included in the excellent category while the career development and lack of motivation category. Career development is partially influenced by 38.1% on employee motivation, whereas performance assessment is only partially influenced by 23.9% on employee motivation. Simultaneous performance appraisal and career development to contribute / influence for 60.0% of employee motivation.

Key Word : Performance Appraisal, Career Development, Employee Motivation