

INTISARI

Penelitian ini dilakukan dengan tujuan untuk mengetahui bagaimana Manajemen Karier organisasional, Manajemen Karier individu, dan Kompetensi berpengaruh terhadap efektivitas Karier karyawan di PT Pertamina Patra Niaga Subholding *Commercial & Trading*. Data primer yang digunakan pada penelitian ini adalah hasil kuesioner yang mencakup pernyataan tentang manajemen Karier organisasional, manajemen Karier individu, kompetensi dan efektivitas Karier.

Metode pengumpulan data yang digunakan adalah *non-probability sampling* dengan teknik *purposive sampling*. Sampel dalam penelitian adalah karyawan PT Pertamina Patra Niaga Subholding *Commercial & Trading*. Kuesioner didistribusikan secara daring menggunakan aplikasi *goggle forms* dan memperoleh data yang dapat dianalisis sebanyak 130. Penelitian menggunakan *structural equation modeling* berbasis varian dengan pengujian hipotesis menggunakan metode *Partial Least Square (PLS)* dengan alat bantu aplikasi SmartPLS® versi 3.2.8.

Hasil penelitian ini adalah bahwa manajemen Karier organisasional dan kompetensi memiliki pengaruh yang positif dan signifikan terhadap efektivitas Karier karyawan di PT Pertamina Patra Niaga Subholding *Commercial & Trading*. Sedangkan untuk manajemen Karier individu tidak memiliki pengaruh yang signifikan terhadap efektivitas Karier karyawan di PT Pertamina Patra Niaga Subholding *Commercial & Trading*. Sehingga di simpulkan bahwa tingkat efektivitas Karier karyawan akan meningkat apabila di imbangi dengan kompetensi dan manajemen Karier organisasional.

Kata Kunci: *manajemen Karier organisasional, manajemen Karier individu, kompetensi, dan efektivitas karyawan.*

ABSTRACT

This research was conducted with the aim of finding out how organizational career management, individual career management, and competency affect the effectiveness of employee careers at PT Pertamina Patra Niaga Subholding Commercial & Trading. The primary data used in this study is the result of a questionnaire which includes statements about organizational career management, individual career management, competency and career effectiveness.

The data collection method used is non-probability sampling with purposive sampling technique. The samples in this study were employees of PT Pertamina Patra Niaga Subholding Commercial & Trading. Questionnaires were distributed online using the goggle forms application and obtained data that could be analyzed as many as 130. The study used variant-based structural equation modeling with hypothesis testing using the Partial Least Square (PLS) method with the SmartPLS® application version 3.2.8.

The results of this study are that organizational career management and competence have a positive and significant influence on the effectiveness of employee careers at PT Pertamina Patra Niaga Subholding Commercial & Trading. Meanwhile, individual career management does not have a significant influence on the effectiveness of employee careers at PT Pertamina Patra Niaga Subholding Commercial & Trading. So it can be concluded that the level of employee career effectiveness will increase if it is balanced with competence and organizational career management.

Keywords: *organizational career management, individual career management, competency, and employee effectiveness.*