

RINGKASAN

Kepastian karier seseorang memiliki manfaat yang besar bagi organisasi, diantaranya mengungkapkan potensi, mendorong pertumbuhan, meningkatkan kepuasan kerja dan mendorong keberhasilan rencana kerja. Apabila karier yang dipegang seseorang telah sesuai dengan jangkar karier yang dimilikinya, maka karyawan akan bekerja dengan senang hati dan lebih puas. Keikutsertaan perusahaan dalam pengembangan karier memberikan manfaat yang positif, di antaranya bisa mengangkat potensi karyawan, mengembangkan karyawan yang dapat dipromosikan, menurunkan perputaran karyawan, mendorong pertumbuhan, mengurangi penimbunan dan memuaskan kebutuhan karyawan.

Tujuan penelitian ini adalah untuk mengetahui pengaruh jangkar karier secara simultan dan parsial terhadap usaha pengembangan karier pada karyawan di Kantor Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya. Jenis penelitian ini adalah *explanatory* atau penelitian penjelasan.

Populasi dalam penelitian ini adalah karyawan yang potensial pada KPBC Tipe A Khusus Tanjung Perak Surabaya sejumlah 150 orang, dengan kriteria yaitu pada jabatan koordinator pelaksana, minimal pendidikan S1, dan masa kerja minimal 5 tahun. Berdasarkan perhitungan diperoleh sampel sebesar 109 orang dengan menggunakan teknik *purposive sampling*. Teknik analisis menggunakan teknik analisis deskriptif dan analisis statistik regresi linear berganda.

Berdasarkan analisis deskriptif diketahui bahwa semua unsur jangkar karier memiliki nilai yang tinggi, yang dibuktikan dengan nilai mean untuk setiap variabel jangkar karier berada di atas nilai 3. Hasil pengujian regresi linear berganda diketahui bahwa hipotesis pertama dapat diterima yaitu terdapat pengaruh antara unsur jangkar karier secara simultan terhadap usaha pengembangan karier karyawan pada Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya, dibuktikan nilai F hitung sebesar 12.852 lebih besar dari F tabel sebesar 2.44 dan probabilitas 0.000. Sedangkan hipotesis kedua dapat diterima yaitu terdapat pengaruh antara jangkar karier secara parsial terhadap usaha pengembangan karier karyawan pada Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya, yang dibuktikan dengan signifikansi masing-masing variabel <0.05 , dan pengaruh yang paling besar terhadap usaha pengembangan karier adalah *managerial competence*.

Berdasarkan kesimpulan di atas, maka dapat diketahui bahwa jangkar karier yang terdiri dari variabel *Managerial Competence*, *Technical-Functional Competence*, *Security*, dan variabel *Creativity* memiliki pengaruh yang signifikan terhadap usaha pengembangan karier karyawan di Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya. Saran yang bisa diberikan adalah dengan memperhatikan faktor-faktor yang mempengaruhi usaha pengembangan karier karyawan.

SUMMARY

The Influence of Career Anchor to Career Development in the Employee of Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya

Aries Permana

Certainty of somebody Career own the big benefit for organization, among other things lay open the potency, pushing growth, improving satisfaction work and push the efficacy plan the job. According to Davis (1996:134), in order to ascertaining difficult employees career forecasted by understanding for career it consisted of five element that is ability managerial, functional ability, security, creativity, autonomy and freedom. If career holder somebody have as according to career owned, hence employees will work conveniently and more satisfied.

Pursuant to the description above, planning and career development require to be paid attention to seriously because relating to plans human resource showing various requirement staffing in organization in the future and go together the career opportunity exist in company. Despitefully also, relate to the existence of practice or ability development for employees. Taking part in Company in career development give the benefit which are positive, among other things can lift the employees potency, developing employees which can be promoted, degrading employees relation, pushing growth, lessening conglomeration and gratify the employees requirement.

Research decide utilized in this writing thesis, where as according to formulation of problem and research target which wish reached hence this research included in the type of research Explanatory, or clarification research, what is according to Masri Singarimbun (1999:25) is "Highlighting relation between research variable and test the hypothesis which have been formulated previously".

Population in this research is potential employees at Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya a number of 150 people, with the criterion that is executor coordinator, minimum education S1, and minimum year of service 5 year. Pursuant to calculation obtained bay sample equal to 109 people by using technique of purposive sampling. Technique analyzes to use the descriptive analysis technique and statistical analysis doubled linear regression.

This research is free variable utilized by variable of career anchor consisted of Managerial Competence (X1), Technical-Functional Competence (X2), Security (X3), and Creativity (X4). White measurement scale used is semantic differential scale monopole. Responder asked to reply the question measured in five international scales. Final value 1 meaning very do not agree, and final value 5 meaning responder very ageing statement at questionnaire.

Technique Analyzes the data wearied in this research are descriptive analysis and doubled linear regression. Doubled linear regression used is aim to show relation (of) among dependent variable (Y) to independent variable (X1, X2, X3, X4), in this case to know the influence of managerial competence (X1), technical functional competence (X2), security (X3) And Creativity (X4) to career development.

Pursuant to descriptive analysis known that by all element of career anchor own the high value, what is proved with the value mean to each; every variable of career anchor reside in the above value 3. result of known that by the doubled linear regression examination (of) acceptable first hypothesis that is there are influence among element of career anchor by symultan to development of employees career at Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya, proved by a f value calculate equal to 12.852 bigger than F of is tables of equal to 2.44 and probability 0.000. while acceptable second hypothesis that is there are influence among career anchor by partial to development of employees career at Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya, which is proved by each variable significant probability < 0.05 , and biggest influence to carecr development is managerial competence.

Pursuant to above conclusion, knowable hence that career anchor consisted of by managerial Competence, Technical-Functional Competence, Security, and variable Creativity own the influence which significant to development of employees career in Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya. Suggestion which can be given is by paying attention to factors influencing development of employee career.

ABSTRACT

Certainty of somebody career own the big benefit for organization, among other things lay open the potency, pushing growth, improving satisfaction work and push the efficacy plan the job. If career holder by somebody have as according career anchor owned, hence employees will work conveniently and more satisfied. Taking part in of Company in career development give the benefit which are positive, among other things can lift the employees potency, developing employees which can be promoted, degrading employees rotation, pushing growth, lessening conglomeration and gratify the employees requirement.

This research target is to know the influence between career anchor by symultan and partial to career development of employees Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya. The Research Type is explanatory or clarification research.

Population in this research are potential employees at Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya of a number of 150 people, with the criterion that are executor coordinator, minimum education S1, and minimum year of service 5 year. Pursuant to calculation obtained sample of equal to 109 people by using technique of purposive sampling. Technique analyzes to use the descriptive analysis technique and statistical analysis doubled linear regression.

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Pursuant to above conclusion, knowable hence that career anchor consisted by the Managerial Competence, Technical-Functional Competence, Security, and variable Creativity own the influence which significant to development of employees career in Kantor Pelayanan Bea dan Cukai Tipe A Khusus Tanjung Perak Surabaya. Suggestion which can be given is by paying attention to factors influencing development of employee career.

Key Word; Career Anchor, Career Development Planning, Human Resources Development