

ABSTRACT

Human resources play an important role in improving the quality of services in hospitals. To maintain and improve the quality of hospital services, management must prioritize activities and activities related to the development of appropriate human resources. Employees are human resources in hospitals that need development or training following career paths and competencies. Career development following the needs and competencies of employees can be realized if there is a balance between individual career development organizational career development. This study aims to determine the description of the career development of non-permanent employees at Hospital X and the strategies carried out by the management of Hospital X in developing the careers of temporary employees. This type of research is a descriptive study using qualitative methods, so that it can describe in detail and in full the career development of non-permanent employees at Hospital X. Research data obtained through interviews with temporary employees who are still actively working and who have resigned, as well as employee Civil servants in Hospital X. The results of this study indicate that the career development of temporary employees in Hospital X is still unclear. In Hospital Bylaws (HBL) Hospital X does not regulate careers and career development for temporary employees. Hospital Management X has planned a career development strategy for non-permanent employees at Hospital X. The career development strategies of non-permanent employees at Hospital X include recruitment of permanent employees, implementation of the remuneration system, rewards for outstanding employees, and employee training programs. This research is expected to provide benefits in career planning and career development for temporary employees at Hospital X.

Keywords: *Career Development, Employee Career, Hospital*