ABSTRACT

THE IMPACT OF ORGANIZATIONAL CULTURE AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT AL-ARIF HOSPITAL

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Guide I: **Asep Budiman**

Guide II: **Dian Kurniawan**

The objective of this research to investigate the impact of organizational culture and career development on employee performance at Al-Arif Hospital. The research method used is descriptive analysis with a survey approach, while the sampling technique employs a saturated sampling method. Data collection techniques include primary data through questionnaires and interviews. The analytical tool used is path analysis. The results of the study indicate that: (1) Organizational Culture has a significant positive effect on employee performance, (2) Career Development has a significant positive effect on employee performance, and (3) Both Organizational Culture and Career Development have a significant positive effect on employee performance.

Keywords: *Organizational Culture, Career Development, Employee Performance*

ABSTRAK

**PENGARUH BUDAYA ORGANISASI DAN PENGEMBANGAN KARIR
TERHADAP KINERJA KARYAWAN RUMAH SAKIT AL-ARIF**

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Pembimbing I : **Asep Budiman**

Pembimbing II : **Dian Kurniawan**

Tujuan penelitian ini untuk mengetahui pengaruh budaya organisasi, pengembangan karir terhadap kinerja karyawan pada Rumah Sakit Al-Arif. Metode penelitian yang digunakan adalah metode analisis deskriptif dengan pendekatan survey, sedangkan teknik penarikan sampel menggunakan teknik sampel jenuh. Teknik pengumpulan data yang digunakan adalah data primer melalui kuesioner dan wawancara. Alat analisis menggunakan analisis jalur. Hasil penelitian menunjukan bahwa: (1) Budaya Organisasi berpengaruh positif signifikan terhadap kinerja karyawan, (2) Pengembangan Karir berpengaruh positif siginifikan terhadap kinerja karyawan, dan (3) Budaya Organisasi dan Pengembangan Karir berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: Budaya Organisasi, Pengembangan Karir, Kinerja Karyawan