

## ***ABSTRACT***

### ***THE EFFECT OF WORK DISCIPLINE, WORK MOTIVATION, AND COMPETENCY DEVELOPMENT ON CAREER DEVELOPMENT THROUGH PERFORMANCE (Census on ASN Echelon III in Pangandaran Regency Government)***

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*This study was conducted to determine and to analyze work discipline work motivation, competency development on career development through performance in ASN Echelon III within the Pangandaran Regency Government. This study uses the Partial Least Square-Structural Equation Model (PLS-SEM) analysis technique. The results showed that Work Motivation has a significant effect on Performance, while Work Discipline and Competency Development have no significant effect on Performance. Work Motivation and Competency Development have a significant effect on Career Development, while Work Discipline has no significant effect on career development. The conclusion of this study confirms that high work motivation and good and appropriate competency development can improve employee performance and in turn can improve the career development of ASN echelon III. The implication of the results of this study is that improving ASN performance which can change at any time by understanding the factors that influence ASN performance can facilitate the implementation of ASN human resource management which can affect the career patterns of ASN echelon III of the Pangandaran Regency Government.*

***Keywords: Work Discipline, Work Motivation, Competency Development, Performance, and Career Development.***