

ABSTRACT

THE ROLE OF EMPLOYEE PERFORMANCE IN MEDIATING THE INFLUENCE OF COMPETENCY DEVELOPMENT, ORGANIZATIONAL COMMUNICATION, AND BerAKHLAK WORK CULTURE ON CAREER DEVELOPMENT BASED ON A MERIT SYSTEM

*(Census on State Civil Apparatus in Sub-Districts in the Local Government of
Tasikmalaya Regency)*

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This study aims to examine the role of employee performance in mediating the influence of competency development, organizational communication, and BerAKHLAK work culture on merit-based career development. The method used was a survey with a census approach to 380 State Civil Apparatus in the sub-districts within the Tasikmalaya Regency Government. The research instrument was a questionnaire using a Likert scale. The results of the study indicate that competency development, organizational communication, and BerAKHLAK work culture have a positive and significant effect on employee performance. Competency development has a positive and significant effect on merit-based career development. Organizational communication has a positive but insignificant effect on merit-based career development, while BerAKHLAK work culture does not have a positive effect on merit-based career development. Indirectly, through employee performance, competency development, organizational communication, and BerAKHLAK work culture each have a positive and significant effect on merit-based career development.

Keywords: *competency development, organizational communication, BerAKHLAK work culture, career development, merit system, civil servants.*

ABSTRAK

PERAN KINERJA PEGAWAI DALAM MEMEDIASI PENGARUH PENGEMBANGAN KOMPETENSI, KOMUNIKASI ORGANISASI DAN BUDAYA KERJA BerAKHLAK TERHADAP PENGEMBANGAN KARIR BERBASIS SISTEM MERIT

**(Sensus pada Aparatur Sipil Negara Lingkup Kecamatan di Lingkungan
Pemerintah Daerah Kabupaten Tasikmalaya)**

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Penelitian ini bertujuan untuk menguji peran kinerja pegawai dalam memediasi pengaruh pengembangan kompetensi, komunikasi organisasi, dan budaya kerja BerAKHLAK terhadap pengembangan karir berbasis sistem merit. Metode yang digunakan adalah survei dengan pendekatan sensus terhadap 380 Aparatur Sipil Negara lingkup kecamatan di lingkungan Pemerintah Daerah Kabupaten Tasikmalaya. Instrumen penelitian berupa kuesioner menggunakan skala Likert. Hasil penelitian menunjukkan bahwa pengembangan kompetensi, komunikasi organisasi, dan budaya kerja BerAKHLAK berpengaruh positif dan signifikan terhadap kinerja pegawai. Pengembangan kompetensi berpengaruh positif dan signifikan terhadap pengembangan karir berbasis sistem merit. Komunikasi organisasi berpengaruh positif namun tidak signifikan terhadap pengembangan karir berbasis sistem merit, sedangkan budaya kerja BerAKHLAK tidak berpengaruh positif terhadap pengembangan karir berbasis sistem merit. Secara tidak langsung, melalui kinerja pegawai, pengembangan kompetensi, komunikasi organisasi, dan budaya kerja BerAKHLAK masing-masing berpengaruh positif dan signifikan terhadap pengembangan karir berbasis sistem merit.

Kata kunci : Pengembangan kompetensi, komunikasi organisasi, budaya kerja berAKHLAK, pengembangan karir, sistem merit, Aparatur Sipil Negara.