

The Effect of Career Development (Enrichment), Compensation and Work Commitment on the Performance of Employees of the Takalar District Public Works Service

Muh. Arham L. Ilham^{1,a*}, Bahar Sinring^{2,b}, Abbas Selong^{3,b}

^aMagister Management, Postgraduate Program, Universitas Muslim Indonesia

^bDepartment of Management, Faculty of Economics and Business, Universitas Muslim Indonesia

*arhamilham795@gmail.com

Abstract. This research was conducted with the aim of; (1) examine and analyze the effect of career development (enrichment) on performance; (2) examine and analyze the effect of compensation on performance; (3) examine and analyze the effect of work commitment on the performance of Takalar District Public Works Employees. This study uses primary data using the sampling method, namely the census method through a survey of 100 employees as well as a sample with a minimum working period of 1 year as of December 2022, the survey was conducted from December 2022 to February 2023. Data were analyzed using the SPSS 24 program. The results of this study indicate that: (1) Career Development (Enrichment) has a positive and significant effect on performance; (2) Compensation has a positive and significant effect on performance; and (3) work commitment has a positive and significant impact on the work of employees at the Takalar Regency Public Works Office. This means that career development opportunities, structured training, fair treatment in a career, career information, promotion and receiving salary according to work quality standards, receiving incentives, receiving benefits, health insurance services, pension services and feeling comfortable spending time for the organization, happy to join the company, enjoy working and living in the company, find it hard to leave the company. These factors can encourage the achievement of employee performance which is useful for the development of the performance of the Takalar Regency Public Works Agency.

Keywords: career development, compensation, work commitment and employee performance