

# Hubungan antara kinerja dengan peningkatan karier staf back office PT. Sumiati Ekspor Internasional

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## Abstrak

Every employee expecting better career improvement on his/her work life cycle and every company design career development path for its employee to motivate them for work better and to developing human resources. One of the tools that used by company to gives promotion for employee is performance assessment result. An employee that has good performance will be promoting on career development. PT. Sumiati Ekspor Internasional, a handicraft export-import company, is one of the company that has a commitment to promoting its employee for better managerial position in the company. Promotion on career development is based on employee performance assessment result.

This research focused on studying correlation between performance and career development of Back Office Staff at PT. Sumiati Ekspor Internasional. On this research, performance variable is used as independent variable and carrier development variable is used as dependent variable. Analysis to answer research question based on theory of performance by John M. Ivancevich and theory of career development by Gouzali Saydam. Quantitative approach and descriptive type are used to conduct this research. Population and sample used on research are 72 Back Office Staffs at PT. Sumiati Ekspor Internasional. Likert Scale with ordinal data and Spearman Rank Order are used to analyzing correlation between performance and career development.

Based on research analysis, both of performance and career development variables can be categorize as good criteria. By Spearman Rank Order this research result shows that performance and career development have strong correlation. According on this study, the research gives conclusion that performance and career development have strong correlation, which it means that the better performance achievement the better career development of Back Office Staff at PT. Sumiati Ekspor Internasional.