

## ABSTRAK

Tujuan dari penelitian ini adalah menganalisis dan mendeskripsikan model peningkatan kinerja Sumber daya manusia melalui *career development* dan *self efficacy* melalui *employee engagement*. Penelitian ini dilakukan dengan menggunakan kuesioner untuk mengambil data pada pegawai KAI DAOP 4 Semarang sebanyak 100. Teknik pengambilan sampel dengan menggunakan *proporsional random sampling*, metode analisis data yang digunakan adalah path analisis.

Hasil penelitian ini menunjukkan bahwa adanya pengaruh positif signifikan pada variabel *Career Development* terhadap *Career Development*, variabel *Self Efficacy* berpengaruh positif signifikan terhadap *Employee Engagement*, variabel *Career Development* berpengaruh positif signifikan terhadap Kinerja SDM, variabel *Self Efficacy* berpengaruh positif signifikan terhadap Kinerja SDM dan variabel *Employee Engagement* berpengaruh positif signifikan terhadap Kinerja SDM.

**Kata Kunci:** *Career Development, Self Efficacy, Employee Engagement, Kinerja SDM.*

## **ABSTRACT**

*The purpose of this study is to analyze and describe the model of improving human resource performance through career development and self efficacy through employee engagement. This research was conducted using a questionnaire to collect data on employees of KAI DAOP 4 Semarang as many as 100. The sampling technique using proportional random sampling, the method of data analysis used is path analysis.*

*The results of this study indicate that there is a significant positive effect on the Career Development variable on Career Development, the Self Efficacy variable has a significant positive effect on Employee Engagement, Career Development variables have a significant positive effect on HR Performance. , the Self Efficacy variable has a significant positive effect on HR Performance and the Employee Engagement variable has a significant positive effect on HR Performance.*

*Keywords: Career Development, Self Efficacy, Employee Engagement, HR Performance.*