

THE INFLUENCES OF CAREER DEVELOPMENT AND WORKING
ENVIRONMENT TO WORKING PRODUCTIVITIES OF EMPLOYEES IN
REGIONAL EMPLOYEE AND TRAINING AGENCY (BKD) IN
EAST LAMPUNG DISTRICT

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ABSTRACT

The success of an organization to continually achieve its vision and mission depends on its quality of human resource. Therefore, improvements of human resource qualities in each organization are requirements to achieve the organizational objectives. The professional demands should be met by each civil servant to conduct tasks from government and for developments, cleanly, free of corruption, collusion, and nepotism.

The objective of this research was to find out the influences of career development and working environment to working productivities. The proposed hypothesis was the development of career and working environment influence significantly the working productivity.

The results showed that the hypothesis was accepted. Career development was the biggest influence factor (52.4%) compared with working environment (42.4%). Employee's working productivity can be improved by means of transparent promotion and mutation systems where the criteria were recognized by all civil servants in Regional Employee and Training Agency (BKD) in East Lampung district.

The researcher recommends for maintaining the career development because it has biggest influence in improving employee's productivity in Regional Employee and Training Agency (BKD) in East Lampung district. The working environment will be the second priority in improving employee's productivity in Regional Employee and Training Agency (BKD) in East Lampung district. Other recommendations are improving physical facilities, adding structures and infrastructures for working and improving working relationships amongst employees.

Keywords: career development, working environment and working productivity