



**THE EFFECT OF CAREER DEVELOPMENT AND
ORGANIZATIONAL COMMITMENT ON EMPLOYEE
PERFORMANCE WITH WORK MOTIVATION AS
INTERVENING VARIABLE AT CV. MUBAROKFOOD CIPTA
DELICIA**

Thesis

Prepared to Obtain a Bachelor's Degree in Management

Arranged by:

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**STUDY PROGRAM OF MANAGEMENT
FACULTY OF ECONOMIC AND BUSINESS
UNIVERSITAS MURIA KUDUS**

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This thesis is submitted as one of the requirements for completing undergraduate (S1) education at the Faculty of Economics and Business, Universitas Muria Kudus.

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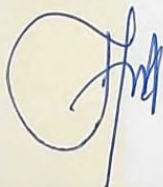
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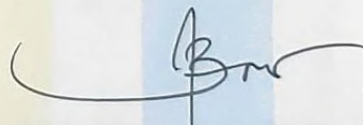
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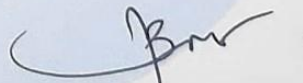
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MOTTO AND PRESENTATION

MOTTO :

“Allah will exalt in degree those of you who believe, and those who have been granted knowledge. And Allah is Well-Acquainted with what you do.”

(QS. Al-Mujadila:11)

"The quality of human resources is the key to the nation's future glory. Excellent and competitive human resources will lead Indonesia to be equal and honoured by other nations."

(B.J. Habibie)

“Kenalilah Tuhanmu maka engkau akan menjadi bahagia.”

(Khalid Basalamah)

PRESENTATION :

This thesis is dedicated to the author's parents, father and mother for their continuous prayers, sincere and invaluable love.

FOREWORD

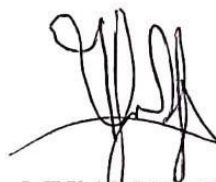
The author would like to express his gratitude for the presence of Allah SWT that has bestowed enormous mercy and guidance so that the author can complete this thesis with the title "**The Effect Of Career Development And Organizational Commitment On Employee Performance With Work Motivation As Intervening Variable At CV. Mubarokfood Cipta Delicia**". This thesis was prepared by the author to complete the requirements for completing the Bachelor of Economics and Business program in the Management Department at Universitas Muria Kudus. Finally, this thesis was completed successfully after going through several stages carefully. In completing this thesis, some parties always provide direction, assistance, guidance, and motivation. Therefore, the author expresses respect and gratitude to:

1. Prof. Dr. Ir. Darsono, M.Si., as Rector of Universitas Muria Kudus.
2. Dr. Kertati Sumekar, SE., MM., as Dean of the Faculty of Economics and Business, Universitas Muria Kudus.
3. Noor Indah Rahmawati., SE., MM., as Head of Management Department, Faculty of Economics and Business, Universitas Muria Kudus.
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7. Leaders and Employees of CV. Mubarokfood Cipta Delicia for granting research permission and providing the cooperation and information the author needs until the research process is complete.
8. Author's extended family has provided support and prayers so that the author can complete this thesis well.
9. All parties that could not be mentioned individually have helped the author complete this thesis.

The author realizes that this thesis is still not perfect due to the author's limitations and abilities. Therefore, the author hopes for suggestions to improve the writing of this thesis. Finally, the author hopes that this thesis can be useful for all parties.

Kudus,2024



MU'AMAR FIQRI AL AZHAR

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MANAJEMEN**

ABSTRAK

Tujuan penelitian ini adalah menganalisis pengaruh career development dan organizational commitment terhadap employee performance melalui work motivation sebagai variabel intervening. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Sampel adalah 126 karyawan di CV. Mubarokfood Cipta Delicia dan pengambilan sampel menggunakan teknik purposive sampling. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah kuesioner. Teknik analisis data menggunakan SEM-AMOS. Hasil penelitian ini menunjukkan bahwa Career Development berpengaruh positif signifikan terhadap Work Motivation pada CV. Mubarokfood Cipta Delicia. Organizational Commitment tidak berpengaruh signifikan terhadap Work Motivation pada CV. Mubarokfood Cipta Delicia. Career Development tidak berpengaruh signifikan terhadap Employee Performance pada CV. Mubarokfood Cipta Delicia. Organizational Commitment berpengaruh positif signifikan terhadap Employee Performance pada CV. Mubarokfood Cipta Delicia. Work Motivation berpengaruh positif signifikan terhadap Employee Performance. Work Motivation tidak mampu memediasi antara hubungan variabel Career Development terhadap Employee Performance. Work Motivation tidak mampu memediasi hubungan antara variabel Organizational Commitment terhadap Employee Performance.

**Kata Kunci : Career Development, Organizational Commitment, Work
Motivation, dan Employee Performance**

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**UNIVERSITAS MURIA KUDUS
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STUDY PROGRAM**

ABSTRACT

This research aims to analyze the influence of career development and organizational commitment on employee performance with work motivation as intervening variable. The approach used in this research is quantitative. The sample was 126 employees at CV. Mubarokfood Cipta Delicia and sampling use purposive sampling technique. The data collection technique used in this research was a questionnaire. The data analysis technique uses SEM-AMOS. The results of this research show that Career Development has a significant positive effect on Work Motivation at CV. Mubarokfood Cipta Delicia. Organizational Commitment has no effect on Work Motivation. Career Development has no effect on Employee Performance at CV. Mubarokfood Cipta Delicia. Organizational Commitment has a significant positive effect on Employee Performance at CV. Mubarokfood Cipta by Delicia. Work Motivation has a positive significant effect on Employee Performance. Work Motivation is unable to mediate the relationship between Career Development variables and Employee Performance. Work Motivation is unable to mediate the relationship between the Organizational Commitment variable and Employee Performance.

**Keywords: Career Development, Organizational Commitment, Work
Motivation, dan Employee Performance**

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