

ABSTRACT

This study aims to analyze the effect of job performance appraisal on job satisfaction through career development, as well as to. In this study, employees at PT. Japfa Comfeed Tbk Jambi Branch, totaling 150 people. The size or number of samples in this study was determined based on the theory developed by Slovin with a value of $e = 10\%$ so that a sample of 60 people was obtained. The approach in this study uses a quantitative approach with survey methods and uses Partial Least Square (PLS) data analysis. However, before the analysis, the outer model is tested through validity and reliability tests. Next, test the Inner Model through the R-Square test (Coefficient of determination), and the F-Square (f^2 effect size). The results of this study indicate that the assessment of work performance through career development mediates some of the variables of job satisfaction of employees of PT. Japfa Comfeed Indonesia Tbk Jambi Branch. At PT. Japfa Comfeed Indonesia Tbk Jambi Branch, career development variables do not fully mediate the assessment of work performance on employee job satisfaction because everyone has differences in interests and talents, so everyone will have different considerations in choosing their own career development. This research is included in the category of partial mediation.

Keywords: *Job Performance Assessment, Job Satisfaction, Career Development.*

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh penilaian prestasi kerja terhadap kepuasan kerja melalui pengembangan karir, serta untuk. Dalam penelitian ini adalah karyawan pada PT. Japfa Comfeed Tbk Cabang Jambi yang berjumlah 150 orang. Ukuran atau jumlah sampel dalam penelitian ini ditentukan berdasarkan teori yang dikembangkan oleh Slovin dengan nilai $e = 10\%$ sehingga diperoleh sampel sebanyak 60 orang. Pendekatan dalam penelitian ini menggunakan pendekatan kuantitatif dengan metode survey dan menggunakan analisis data *Partial Least Square* (PLS). Namun sebelum analisis, terlebih dahulu dilakukan uji *outer model* melalui uji validitas dan reliabilitas. Selanjutnya melakukan uji Inner Model melalui uji R-Square (*Coefficient of determination*), dan F-Square (f^2 effect size). Hasil penelitian ini menunjukkan bahwa penilaian prestasi kerja melalui pengembangan karir memediasi sebagian variabel kepuasan kerja karyawan PT. Japfa Comfeed Indonesia Tbk Cabang Jambi. Pada PT. Japfa Comfeed Indonesia Tbk Cabang Jambi, variabel pengembangan karir tidak memediasi sepenuhnya penilaian prestasi kerja terhadap kepuasan kerja karyawan dikarenakan setiap orang memiliki perbedaan dalam minat dan bakat, jadi setiap orang akan memiliki pertimbangan yang berbeda dalam memilih pengembangan karirnya sendiri. Penelitian ini termasuk dalam kategori *parsial mediasi*.

Kata Kunci: *Penilaian Prestasi Kerja, Kepuasan Kerja, Pengembangan Karier.*