**ABSTRAK**

INTAN SARI “Pengaruh Pengembangan Karir, Motivasi Kerja Dan Stres Kerja Terhadap Kinerja Karyawan Pada PT. Eskara Jaya Utama Tangerang. Di bawah bimbingan Ayi Muhyidin, S.E., M.M.

Tujuan penelitian ini adalah untuk menjelaskan bagaimana pengaruh Pengembangan Karir, Motivasi Kerja dan Stres Kerja Terhadap Kinerja Karyawan PT. Eskara Jaya Utama. Pembatasan masalah dalam penelitian ini berfokus pada variabel Pengembangan karir, Motivasi dan Stres kerja terhadap Kinerja karyawan dengan desain penelitian asosiatif kuantitatif, dengan cara membuat kuesioner, menyebarkan ke beberapa responden (*Sample*) lalu mengolahnya dengan kuantitatif. Teknik analisis data menggunakan teknik analisis statistik deskriptif dengan menggunakan alat pengolahan data Model Persamaan Struktural (SEM) dengan perangkat lunak PLS. Hasil penelitian menunjukan bahwa pada uji realibilitas (X1) diperoleh 0,951 sehingga dinyatakan reliable karena *Cronbach alpha* > 0,70. Pada uji realibilitas (X2) diperoleh 0,957 sehingga dinyatakan reliable karena *Cronbach alpha* > 0,70. Pada uji realibilitas (X3) diperoleh 0,979 sehingga dinyatakan reliable karena *Cronbach alpha* > 0,70. Pada uji realibilitas (Y) diperoleh 0,962 sehingga dinyatakan reliable karena *Cronbach alpha* > 0,70. Sehingga dapat penulis simpulkan bahwa variabel Pengembangan Karir, Motivasi Kerja dan Stres Kerja berpengaruh positif terhadap Kinerja Karyawan dengan nilai R-square 0,937.

Kata Kunci : Pengembangan karir, Motivasi kerja, Stres kerja, Kinerja karyawan

**ABSTRACT**

INTAN SARI "The Influence of Career Development, Work Motivation and Work Stress on Employee Performance at PT. Eskara Jaya Utama Tangerang. Under the guidance of Ayi Muhyidin, S.E., M.M.

The purpose of this research is to explain the influence of career development, work motivation and work stress on employee performance at PT. Eskara Jaya Utama. The problem delimitation in this research focuses on the variables career development, motivation and work stress on employee performance with a quantitative associative research design, by creating a questionnaire, distributing it to several respondents (*sample*) and then processing it quantitatively. The data analysis technique uses descriptive statistical analysis techniques using Structural Equation Model (SEM) data processing tools with PLS software. The research results showed that the reliability test (X1) obtained 0.951 so it was declared reliable because *Cronbach alpha* > 0.70. In the reliability test (X2) it was obtained 0.957 so it was declared reliable because *Cronbach alpha* > 0.70. In the reliability test (X3) it was obtained 0.979 so it was declared reliable because *Cronbach alpha* > 0.70. In the reliability test (Y) it was obtained 0.962 so it was declared reliable because *Cronbach alpha* > 0.70. So the author can conclude that the variables Career Development, Work Motivation and Job Stress have a positive effect on Employee Performance with an R-square value of 0.937.

Keywords: Career development, work motivation, work stress, employee performance