

## **ABSTRACT**

The object of this research is Telkom University. In accordance with the data obtained, it is found that phenomena are training and regular development in low categories for career development. Whereas for NKI it has decreased in 2017, and this value is for employee performance.

Career development as an independent variable and employee performance for the dependent variable. In accordance with the phenomenon, this study is to determine the effect of career development on the performance of non-lecturer employees at Telkom University.

Methods of data collection were carried out through questionnaires with 187 respondents. The data analysis technique used is the classical assumption test, simple linear regression analysis, hypothesis testing (t test) and coefficient of determination ( $r^2$  test) using IBM SPSS 25.

The results of data processing show that career development (X) affects the performance of employees with a value of t count (10.303) > (1,972) t table. In the test the coefficient of determination shows the effect of career development on employee performance by 36.5%.

The results of this study that there is a significant influence between career development on employee performance at Telkom University.

***Keywords: Human Resource Management, Development, Career, Performance***