

ABSTRACT

The purpose of this study is to explore a conceptual model of influence of performance appraisal and employee discipline to promotion of employees. Data collections techniques in this study are interview and questionnaire, and samples were taken by purposive sampling. Sample of this study are permanent employees who are members of the structural positions at Matahari Javasupermall, and there were 30 people that used as sample in this study. Data analyst technique in this study were regression analyst, hypothesis testing, and determination coefficient analyst, which were proceed by using SPSS for windows ver. 16.0.

The result of this study shows that variables in this study positively influence promotion of employees. The findings show : (1) Regression coefficient of performance appraisal (X_1) is 0.24 and regression coefficient of employee discipline is 0.217. the positive value indicates that both performance appraisal and employee discipline increase the promotion of employees; (2) Partial testing of three hypothesis' show that variables X (performance appraisal and employee discipline) positively influence variable Y (promotion of employees); (3) Based on result of F-Testing, obtained result that independent variables, performance appraisal and employee discipline similtantly influence dependent variable, promotion of employees, that proved by $F_{value} > T_{table}$ ($20.387 > 3.35$); (4) Based on result of determination coefficient testing of performance appraisal and employee discipline significantly influence promotion of employees by 60.4%, and 39.6% promotion of employees is influenced by other factors that not observed in this study.

Keyword : performance appraisal, employee discipline, promotion of employees, permanent employee, and Matahari Java Supermall.