

## ABSTRACT

*Career development is one of the factors that affect the performance of employees. This study examines in depth focus on the implementation process, application, and benefits of its specialized Career Acceleration and Development Program (CADP) to employees who participated in the planning and execution of the program. The purpose of this study was to determine the actual condition of the implementation, application, and benefit from career development programs (CADP) for employees and company.*

*This study used a qualitative method where data collection is done by interviews, observation, and documentation so as to delve deeper into the implementation, application, and benefits from career development programs (CADP). The samples in this study were employees of CADP participants in the first batch last held in 2013, as well as Human Resources and Organization manager, Supervisors and employees of performance management career at PT. PLN (Persero) Distribution Central Java and D.I. Yogyakarta.*

*The results of this study stated that career development program particularly CADP in PT. PLN (Persero) Distribution Central Java and D.I. Yogyakarta has been implemented and applied in accordance with the provisions of the decree of directors and the decision of the general manager at PT. PLN (Persero) Distribution Central Java and D.I. Yogyakarta. In addition to the benefits experienced by companies who post zero growth policy implemented during the period of approximately 10 years can be categorized as having been a significant improvement. However, some of the respondents who were participants in the first wave of CADP program exposes constraints experienced during the CADP program.*

**Keywords:** *Career development (CADP), Implementation, Implementation, and Benefits, Objectives, Qualitative.*