

## ABSTRACT

This study aims to determine the effect of implementing an e-performance system on the career development of civil servants at the Civil Service and Human Resource Development Agency of Cirebon Regency. The e-performance system is a crucial factor influencing career development, as the effective implementation of such a system can assist civil servants in advancing their careers. In this study, the dimensions of the e-performance system considered include job requirements, job workload, organizational unit workload, performance evaluation, and work incentives.

This study employed an associative quantitative method. Data were collected through a Likert scale questionnaire distributed to 80 respondents using a saturated sampling technique, with the condition that respondents were all employees of the Civil Service and Human Resource Development Agency of Cirebon Regency. The data analysis technique used was simple linear regression analysis. The analysis results indicate that the e-performance system has a positive and significant effect on career development with a significance value of  $0.000 < 0.05$ . The adjusted R-squared coefficient of determination was obtained at 0.323. This indicates that the e-performance system variable can explain 33.2% of the career development variable, while the remaining 66.8% is explained by other variables outside the scope of this study.

Thus, it can be concluded that the implementation of the e-performance system directly contributes to career development. The results of this study prove that the hypothesis proposed by the researcher is correct. That is, there is an influence of the implementation of the e-performance system on the career development of civil servants at the Civil Service and Human Resource Development Agency of Cirebon Regency. The implementation of the e-performance system has been carried out effectively and has a significant impact on the career development of civil servants at the Civil Service and Human Resource Development Agency of Cirebon Regency. The results of this study are expected to serve as input for the Civil Service and Human Resource Development Agency of Cirebon Regency in implementing the e-Performance System for the sustainable career development of civil servants.

**Keywords : e-Kinerja System, career development**