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M. Harlie Alamat Korespondensi: M. Harlie Jl. Gerilya No. 110 Kelurahan Tanjung Tabalong Kal Sel Telp. 0526 2022055 e-mail: m.harlie@yahoo.com Pengaruh Disiplin Kerja, Motivasi dan Pengembangan Karier terhadap Kinerja Pegawai Negeri Sipil pada Pemerintah Kabupaten Tabalong di Tanjung Kalimantan Selatan M.

Harlie STIA Tabalong Kalimantan Selatan Abstract: Effort in building state apparatur as human resourses in government organisation has on impor- tant role in deciding success of development in general, as an effort to give prosperity to commenity and giving the best service. To do this of course we need to raise up the quality of apparatur, so they can do their job well to exchange goal achievement.

Because of that the state apparatur should have some characteris- tics, namely , high expertise and skill, a wide knowledge, good talent potential, personality, motivation, morality and work ethic. To equire there characteristics, the apparatur should develop their potential by providing education and training prog

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