

PalArch's Journal of Archaeology of Egypt / Egyptology

THE EFFECT OF CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT PT. POS INDONESIA TASIKMALAYA BRANCH

Pipin Sukandi^{1}, Andini Dwi Harjanti²*

^{1,2}Widyatama University, Bandung, Indonesia

E-mail: ^{1*}pipin.sukandi@widyatama.ac.id

Pipin Sukandi, Andini Dwi Harjanti. The Effect Of Career Development On Employee Performance At Pt. Pos Indonesiata Sikmalaya Branch-- Palarch's Journal Of Archaeology Of Egypt/Egyptology 17(10), 3074-3082. ISSN 1567-214x

Keywords: Career Development, Job Performance

ABSTRACT

To achieve the objectives of the company, the human resources need to be given a considerable boost to be motivated need to be rewarded with career development that can improve work performance of employees. One of the strategies that must be implemented by the management is planning and career development for all employees for their work in the company. For most employees the certainty of a career is very important because they will know the highest position they want to achieve, so they will be motivated and continue to improve our capacity and loyal to the company. The purpose of this study was to determine the influence of the Career Development Employee Performance at PT. Pos Indonesia Tasikmalaya branch. Population taken from employees of PT Pos Indonesia Branch Tasikmalaya, methods of sampling using Probability Sampling with saturated or census sampling in the sampling. Data processing is performed by the simple linear regression, correlation coefficient, coefficient of determination, hypothesis testing t. Based on the results of the calculation of Pearson Product Moment that the Career Development Job Performance can be said to be strong. From the calculation hypothesis test (t test), indicating that there is positive influence between the Career Development Job Performance at PT. Pos Indonesia. If the career development job performance is improved then will increase.

INTRODUCTION

Human resources are the main asset for companies that become planners and active actors of various activities in an organization. They have thoughts, feelings, desires, statuses, and educational backgrounds that are brought into a corporate organizational environment. They are not like money, machines, and material that are positive and can be fully regulated in support of achieving the company's goals. To overcome this, the company is trying to move all existing

resources and one of them is human resources that currently receive considerable attention, because Human Resources is the driving force of other resources.

To achieve the company's objectives, human resources need to be given sufficient encouragement in order to be motivated to be given an award in the form of career development that can improve the work performance of its employees. One of the strategies that must be implemented by the management is to create career planning and development for all employees during their work in the company. For most employees, career certainty is very important because they will know the highest position they will achieve, so they will be motivated and continue to strive to improve their abilities and be loyal to the company.

Employees work skills and skills must be improved by conducting career development in accordance with the level of position obtained. Career development for employees is an activity or business that has the intention that employees can improve and can develop knowledge, skills and attitudes of employees in carrying out their work. Career development is carried out after the acceptance of newly placed employees or retrained old employees. In its implementation, career development is a short-term educational process using systematic and organized procedures created to improve employee performance.

LITERATURE REVIEW

According to Mangkunegara (2011), "career development is a staffing activity that helps employees plan their future careers in the company so that the company and employees concerned can develop themselves to the maximum". Career is indeed a necessity that must be continuously grown in a person's workforce, so as to encourage his will to work. Finally, achievements can be achieved.

While the goals of improving work achievement to organize and ensure that the company achieves its goals. Improving employees' work performance is important, considering that it is humans who manage capital, natural resources, and technology. So that it can benefit from it.

PT. Pos Indonesia as a company engaged in postal services that have been established since 1946. Share PT. Pos Indonesia career development is one of the ways to provide opportunities for employees to be able to perform better in achieving the company's goals for example by completing projects provided by superiors. Therefore, companies need to pay attention to employees' careers by trying to improve their career development system in order to produce the best work achievements. In addition, every employee of PT. Pos Indonesia is expected to be able to communicate well. With the ability of each different employee also affects their respective work achievements that ultimately affect their career path that will actually bring success in achieving the company's goals, in other words to achieve the best performance.

RESEARCH METHODS

In this study, the population is the work of PT. Pos Indonesia Tasikmalaya branch. The sampling method used by the authors in this study is probability sampling method which is sampling method that provides equal opportunities for each element (member) of the population to be selected as a member of the sample (Nazir, 2009).

ANALYSIS RESULTS

Validity Test is done by correlate each question with the number of scores of each variable. The validity test results of each variable are as follows:

Table 1 Recapitulation of Variable X Validity Test Results (Career Development) Item-Total Statistics

Item	rcount	rtable	Results
1	0.693	0.235	Valid
2	0.701	0.235	Valid
3	0.763	0.235	Valid
4	0.800	0.235	Valid
5	0.845	0.235	Valid
6	0.834	0.235	Valid
7	0.851	0.235	Valid
8	0.779	0.235	Valid
9	0.863	0.235	Valid
10	0.831	0.235	Valid

From the above test, it can be concluded that all question items of variable X are valid.

Table 2 Recapitulation of Variable Y Validity Test Results (Work Achievement) Item-Total Statistics

Item	rcount	rtable	Results
1	0.781	0.235	Valid
2	0.798	0.235	Valid
3	0.721	0.235	Valid
4	0.745	0.235	Valid
5	0.811	0.235	Valid
6	0.719	0.235	Valid
7	0.627	0.235	Valid
8	0.694	0.235	Valid
9	0.754	0.235	Valid
10	0.821	0.235	Valid

From the above test, it can be concluded that all question items of variable Y are valid.

Table 3 Variable Reliability Test X

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.949	.953	10

The SPSS output shows the Statistic Reliability table seen as Cronbach's Alpha $0.949 > 0.6$. It can be concluded that the construct of the question which is the variable dimension of career development is reliable.

Table 4 Variable Reliability Test Y

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.935	.937	10

The SPSS output shows the Statistic Reliability table seen as Cronbach's Alpha $0.935 > 0.6$. It can be concluded that the question construct which is the dimension of work achievement variable is reliable.

Analysis of the influence of career development with work achievement

Career development is one of the variables that have an influence on work performance. In this section will be discussed about the influence of career development with work achievement.

To find out the influence of career development on previous work achievements have been conducted validity and reliability tests, from the data obtained through questionnaires distributed to respondents. After that, it is only done simple linear regression analysis. Simple linear regression analysis is performed to determine the direction of the relationship between independent variables and dependent variables whether positive or negative and to predict the value of dependent variables if the value of independent variables increases or decreases. Here are the results by using SPSS.

Table 5 Simple Linear Regression Analysis Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,367	,191		7,142	,000
	Pengembangan Karir	,670	,064	,785	10,437	,000

						0
--	--	--	--	--	--	---

Dependent Variable: Prestasi Kerja

Simple linear regression analysis equations are:

$$Y = 1,367 + 0.670X$$

From the regression model can be explained:

- a. If α = constant of 1,367 means that the career development variable does not change, then the work performance is worth 1,367.
- b. The value of the career development regression coefficient indicates 0.670 meaning that if career development changes every one unit, then the achievement of work will increase by 0.670.

To find out how strong the influence between career development and work achievement on PT. Pos Indonesia Tasikmalaya Branch, using Pearson correlation coefficient analysis. Below are the results of primary data processing from the results of the questionnaire as follows:

Table 6 Pearson Correlation Calculations of Variable X and Variable Y

Correlations			
		Work Achievements	Career Development
Pearson Correlation	Work Achievements	1.000	.785
	Career Development	.785	1.000
Sig. (1-tailed)	Work Achievements	.	.000
	Career Development	.000	.
N	Work Achievements	70	70
	Career Development	70	70

Based on Pearson correlation calculation results, it is obtained r value of 0.785. Because the value of r is between 0.60–0.799, based on the table of interpretation of correlation coefficient of r value, then the correlation between career development and work achievement can be said to be strong.

Coefficient of determination

To find out the extent of the influence of career development on the work achievements of PT. Pos Indonesia Tasikmalaya Branch in the form of percentages, then used the calculation of coefficients of determination with the formula as follows:

$$Kd = r^2 \times 100\% = (0,785)^2 \times 100\%$$

$$= 0,616 = 61,6\%$$

From the calculation above, independent variables are able to explain changes in work performance of 0.616 or 61.6%, meaning that career development forms work achievement of 61.6% in PT. Pos Indonesia Tasikmalaya Branch. The rest is shaped by other unscrutinized variables such as leadership style, compensation, incentives.

Hypothesis testing

To find out the accepted or rejected hypothesis, a one-party test with the following hypothesis is carried out:

H0: $r \leq 0$, meaning there is no positive influence between career development and work achievement

H1: $r > 0$, meaning there is a positive influence between career development and work achievement.

Compare t counts with t tables with the following criteria:

- If t calculate \geq t table then H0 will be rejected and H1 received
- If t calculate $<$ t table then H0 will be accepted and H1 rejected.

where the degree of freedom (dk), are:

$$\begin{aligned} dk &= n - 2 \\ &= 70 - 2 \\ &= 68 \end{aligned}$$

Where the error rate (α) used is 5%. To determine the value of t count used the formula as follows:

$$\begin{aligned} t_{hitung} &= r \frac{\sqrt{n-2}}{\sqrt{1-r^2}} \\ &= 0.785 \frac{\sqrt{70-2}}{\sqrt{1-0.785^2}} \\ &= 10,437 \end{aligned}$$

$$\begin{aligned} t_{table} &= t(\alpha; df) \\ &= (0,05; 68) \\ &= 1,667 \end{aligned}$$

From the calculation above, it can be seen that t count = 10,437 is greater than the $t_{table} = 1,667$. This means that H0 is rejected and H1 is accepted, meaning there is a positive influence between career development and work achievement in PT. Pos Indonesia Tasikmalaya Branch. If career development is improved, then work achievement will increase.

CONCLUSION

Based on research on career development on employee's work performance, the authors concluded, among others:

1. Career development at PT. Pos Indonesia Tasikmalaya Branch can be said to be good. This condition gives the impression that career development is perceived positively by employees. This is reflected in the employee's response that employees will quit their jobs if there is a better job offer elsewhere, employees are happy to work at PT Pos because they have a clear career path, employee bosses always communicate policies clearly, company management implements a career pattern system periodically and consistently, PT Pos always provides clear career information and the achievement of a career must be supported by a satisfactory environment.

2. Employee performance at PT. Pos Indonesia Tasikmalaya Branch can be said to be high. This condition gives the impression that work achievement is perceived positively by employees. This is reflected in the employee's response that employees always try and finish the work in a timely manner, the company is satisfied with the work of employees, employees always try to comply with the rules applied, employees strive to be able to develop creativity in completing work, employees try to work together, both with fellow employees and superiors in carrying out tasks in order to achieve the objectives of non-formal education programs, employees always try to improve the quality of work results such as thoroughness, skills from job excellence, and employees always try to come up with ideas or initiatives when there are problems faced by institutions.

3. Based on Pearson product moment correlation calculation results that career development with work achievement can be said to be strong. Career development affects employees' work performance at PT. Pos Indonesia Tasikmalaya Branch. The rest is shaped by other unscrutinized variables such as leadership style, compensation, incentives. From the calculation of hypothesis test (t test), shows that there is a positive influence between career development on work achievement in PT. Pos Indonesia Tasikmalaya Branch. If career development is improved, then work achievement will increase.

REFERENCES

- Anwar Prabu Mangkunegara, (2011). Corporate Human Resources Management. Bandung: Pt. Teen Rosda Karya.
- Arikunto, Suharsimi. (2013). Research Procedure A Practical Approach. 202-200-2000, Rineka Cipta.
- Bilson Simamora. (2008). Marketing Research, Jakarta: Pt. Gramedia Main Library.
- George R. Terry. Principles Of Management. Alexander Hamilton Institute. York.
- Ghozali, Imam. (2011). Multivariate Analysis Application Withspss. Semarang: Diponegoro University.
- Henry Simamora. (2011). Human Resource Management. Yogyakarta: Stie Ykpn.

- Husein Umar. (2011). *Human Resources Research, Revised Edition*. Jakarta: Pt Gramedia Pustaka Utama.
- Malayu S. P Hasibuan. (2008). *Human Resource Management*. Jakarta: Pt. Earth Script.
- Masyhuri. (2010). *Verifikatif Research*. Yogyakarta. Andi.
- Moch. Nazarite. (2011). *Research Method, Fifth Printing*. Jakarta: Ghalia Indonesia.
- Nawawi, Hadari. (2012). *Human Resource Management For Competitive Business*. Yogyakarta: Gadjah Mada University Press.
- Ranupandojo, Et Al. (2007). *Human Resources Management I*. Jakarta: Open University.
- Soeprihanto, John. (2011). *Performance Assessment And Employee Development*. Yogyakarta: Bpfe.
- Sudjana, I'm Sorry. (2009). *Statistics For Economy And Commerce*. Bandung: Tarsito.
- Sugiyono, (2013). *Research Method Of Quantitative, Qualitative, And R&D*. Bandung Approach: Alfabeta.
- Sugiyono, (2015). *Business Research Methods*. Bandung: Alphabet.
- T. Hani, Handoko. (2012). *Human Resources And Personnel Management*. Yogyakarta: Bpfe.
- Veithzal Rivai. (2012). *Human Resource Management For Companies: From Theory To Practice, Issue-1*. Jakarta: Pt. King Grafindo Persada.
- Zulganef, I'm Sorry. (2008). *Social And Business Research Methods*. Yogyakarta: Graha Ilmu.
- Danu Budi Utomo. (2014). *The Influence Of Career Development On Employee Job Satisfaction With Work Motivation As Intervening Variables*. Thesis, Diponegoro University. Semarang.
- Dwi Wahyuni, Et Al. (2014). *The Effect Of Career Development On Employees' Work Achievements*. *Journal Of Business Administration*, 8(1).
- Husnia, Indar, Balqis. (2015). *Career Development Relationship With Employee Work Achievement In Puskesmas Lanrisang Pinrang Regency*. <https://core.ac.uk/download/pdf/25494722.pdf>.
- Kenny Yulianto Kurniawan. (2015). *The Influence Of Career Development And Compensation On Employee Job Satisfaction At Pt Parit Padang Global*. *Agora Journal*, 3(2).
- Ni Made Candra Megita Atma State. (2014). *The Influence Of Career Development On Employee Performance On Pt. Pos Indonesia (Persero) Jembrana District In 2014*. *Journal*, 4(1).
- Novitri Nilam Sari. (2016). *The Influence Of Career Development On The Performance Of Employees Of Pt Pln (Persero) North Kalimantan Regency Of Samarinda Mahakam Generating Sector*. *Ejournal Business Administration*.
- Siti Halimah. (2015). *The Influence Of Career Development On Employee Employment Achievement*. Thesis, University Of Muhammadiyah Yogyakarta.
- Prihantini, What's Going On? (2006). <http://digilib.unair.ac.id>.
<http://www.posindonesia.co.id/index.php/visi-misi-dan-motto/>.

