

Career Development and Work Motivation : Increased The Employee Performance on District of Dampit, Malang

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Abstract

Human resources plays the important role in the business development process. Hence, the organization have to maintaince their human resource as good as they can. Human resources are the elements of an organization that directly involved to achieve the organizational goals. The role of Human Resources (HR) management is to carry out career development and work motivation to achieve maximum employee job performance. This research used the quantitative and descriptive analysis to explains the relationship between variables by testing data in the form of numbers and analyzed using statistics by the SPSS 22.0 program. The method is a survey method by using a questionnaire, with 30 samples found by non-probability sampling method. Our finding, define that career development and work motivation can affect the employee performance positive and significantly.

Keywords: Career Development, Work Motivation and Employee Performance

1. Introduction

Human resources is one of the most important factor that the organization both small and large-scale. Human resources can be seen as the basic and crucial element in the business. Human resources plays the important role in the business development process (Yolinza & Marlius, 2023). Hence, the organization have to maintaince their human resource as good as they can. Human resources are one of the factors that are directly involved in carrying out organizational activities in achieving the goals that have been set (Risal & Kasran, 2019). Organizations that are good and have a positive image in the eyes of society will not ignore aspects of developing the quality of their human resources (Bahri & Nisa, 2017). Therefore the role of human resources in the organization is very large. One of the role of Human Resources (HR) management is to carry out career development and work motivation to achieve maximum employee job performance (Al Hakim et al., 2018).

Employee performance is an important factor in the sustainability of a company. The understanding of the basic definition of employee performance changes over time. Therefore employee performance can be defined as the abilities, skills, and outputs produced by an employee in carrying out his duties and responsibilities at work

Career development can be defined as the good aspect based on formal education, work experience, work performance, work skills, work productivity, promotion, career advancement, employee training, career paths and work planning. Good work motivation provided by the company is based on the provision of salaries, housing allowances, retirement benefits, co-worker relations, relations with superiors, giving bonuses and awards, promotion, freedom of opinion, as well as assessment and criticism.

According to the information and data obtained, career development, we also conduct career development interviews at the District Office of Dampit based on employee seniority. Employees who have had a long working time to be promoted to a grade while new employees have never been promoted to a higher level during work. Lack of training in accordance with job specification, and does not require education levels to be promoted to certain positions. In addition, researchers also made observations on work motivation.

Table 1 Recap Employee Attendance in 2022

Month	Attendance				
	Sick	Official Permission	Alpha	Leave	Official Duties
January	1	3	-	-	12
February	3	3	-	-	32
March	-	-	-	11	52
April	3	-	-	4	48
May	10	6	-	7	32
June	7	3	18	-	38
July	20	2	2	23	44
August	11	3	18	-	77
September	6	-	25	-	40

Source : Primary data processed by SPSS 22 (2023)

Based on the condition above, there are several problems, it was seen that employees lacked morale, lack of discipline many employees were late coming to the office and there were still employees who came in and out during office hours. there are still employees who have a less confident attitude in completing tasks. Like anything else, the use of office equipment there are still some employees who have not mastered. Lack of skills in working makes employee performance not optimal to achieve the goals of an organization. In this case, it is very influential on employee performance. According to the phenomena above, then , aimed to examine and explore the relationship between the career development and employee motivation that affect district employee performance at the district office of Dampit, Malang.

2. Literature Review

Performance is the result of the work of someone who carries out the main duties, obligations and functions as an employee with work results in quality and quantity in accordance with the responsibilities given to him (van Triest et al., 2023). Performance itself is influenced by several factors to be able to achieve the goals and intentions of a company or organization within a certain period. Employees who have good performance quality are also supported by the training they have to be able to carry out tasks creatively and innovatively (Waris, 2015). Good performance in a company is also influenced by the efforts of an employee on running their work. While the definition of performance is the output of work in quality and quantity achieved by an employee in running their duties in accordance with the responsibilities given to him (Liu et al., 2023).

Career development is the process of managing development through the learning process while working (Steeb et al., 2021). Career development is the improvement of the ability and self-skills of employees to support success in doing a job. Career development is considered very helpful for employees in improving their performance. There needs to be attention from a company in supporting career development activities for employees(Nadarajah et al., 2012). Career development is kind of activities done by the employee to enhance their skill in planning careers in the present and the future.

Work motivation and employee job satisfaction are very important for every organization (Huo & Jiang, 2021), because they are the main factors that affect the efficiency of work and activities in the organization (González-González & García-Almeida, 2021). Work motivation is the psychological process of an employee to improve and maintain actions, in other words is the inner desire to make efforts to increase work productivity (Kotsopoulos et al., 2023). If employees have satisfaction while working, it will increase their motivation with high intensity of willingness to create maximum quality work and further enhanced to develop a better job and advance the organization (Beltrán-Martín & Bou-Llugar, 2018). Work motivation is an encouragement to the set of human conduct processes in achieving goals. While the part of motivation itself include showing sensitivity, directing, maintaining, being continuous and the existence of goals (Saether, 2019).

3. Methods

This research used the quantitative and descriptive analysis to explain the relationship between variables by testing data in the form of numbers and analyzed using statistics by the SPSS 22.0 program. The method used in this research is a survey method by using a questionnaire. The population in this study is the employee district of Dampit, Malang. The sampling method for this study uses non-probability sampling method where the population number is unknown. The sampling technique uses purposive sampling, with the number of samples is 30 samples. The data collected by a systematic and standard procedure method for obtaining the necessary data. Data collection methods must be appropriate or related to the problem as well as the purpose of the study.

4. Results and Discussion

a. Validity and Reliability Analysis

Validity test is used to detect that each questionnaire item is valid, and appropriate to be researched. The result of the validity test is presented in the table below :

Table 2. Result of Validity Test

Variable	Item	r-value	r-table	Result
Career Development	X1.1	0,483	0,361	Valid
	X1.2	0,609	0,361	Valid
	X1.3	0,637	0,361	Valid
	X1.4	0,546	0,361	Valid
	X1.5	0,734	0,361	Valid
	X1.6	0,532	0,361	Valid
	X1.7	0,457	0,361	Valid
Job Motivation	X2.1	0,517	0,361	Valid
	X2.2	0,701	0,361	Valid
	X2.3	0,678	0,361	Valid
	X2.4	0,761	0,361	Valid
	X2.5	0,792	0,361	Valid
	X2.6	0,624	0,361	Valid
	X2.7	0,413	0,361	Valid
	X2.8	0,383	0,361	Valid
Employee Performance	Y1.1	0,427	0,361	Valid
	Y1.2	0,443	0,361	Valid
	Y1.3	0,541	0,361	Valid
	Y1.4	0,498	0,361	Valid
	Y1.5	0,519	0,361	Valid
	Y1.6	0,418	0,361	Valid
	Y1.7	0,439	0,361	Valid
	Y1.8	0,531	0,361	Valid
	Y1.9	0,457	0,361	Valid
	Y1.10	0,427	0,361	Valid

Source: Primary data processed by SPSS 22 (2023)

According to the result on the table 2, it can be seen that each item of this research is valid. Where, r-value is greater than r-table. Furthermore, to identify the reliability of the items of the questionnaire shown in the table 3 below :

Table 3. Result of Reliability test

Variable	Cronbach's Alpha	Result
Career Development	0,649	Reliable
Job Motivation	0,767	Reliable
Employee Performance	0,604	Reliable

Source: Primary data processed by SPSS 22 (2023)

Based on the result above, it shows that all the items of the questionnaire of this study are reliable. All the Cronbach's alpha are greater than 0.6. Hereafter, to figure out the impact of each independent variable on the dependent variable partially, it can be analyzed by t-test.

Table 4. Result of t-test

Model	t	Sig
(constant)	2,658	0,013
Career Development	3,384	0,002
Job Motivation	3,160	0,004

Source: Primary data processed by SPSS 22 (2023)

The result explain that first hypothesis which career development has a positive and significant influence on employee performance to obtain that t-value of 3.384 is greater than t-table 2.055, with the significance value less than 0.05. it means the first hypothesis is accepted. Next, the second hypothesis shows that the calculation of t-value 3.160 are greater than t-table 2.055, and significance is less than 0.05, so the second hypothesis indicates that work motivation has a significant effects on employee performance is accepted. Career development is one of the several personal skill improvements that employee has to achieve a career plan. It means that if career development is high, employee performance will increase. The district of dampit office has a high level of career development, namely the frequency of employment. It definitely affect employee performance due to the high level of career development. Work motivation driving force that causes an action or deed. From the result above can be obtained that the great work motivation increased the work performance. The district of dampit office has good work motivation. It definitely affect employee performance.

Table 5. Result of F-test

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	323,038	3	77,494	15,162	,000 ^b
Residual	65,628	26	5,111		
Total	388,667	29			

Source: Primary data processed by SPSS 22 (2023)

The table above explaine that F-value 15.162 is greater than F-table 2,98, with significance value is less than 0.05. it can be defined that career development, work motivation has a positive and significant effect simultaneously on employee performance. So, the third hypothesis is accepted.

Table 6. Result of Determinant Coefficient

Model Summary				
Model	Change Statistic			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,798 ^a	,636	,594	2,261

Source: Primary data processed by SPSS 22 (2023)

Based on the table above can be examine that Employee performance can be explained by variables of career development and work motivation, the remaining 40.6% can be clarified by other variables outside of the research variables.

5. Conclusion

Human resources is the fundamental thing of an organization. So, the company has to maintaince the human resources that they have to keep the employee performance. Our finding, define that career development and work motivation

ascendant the employee performance positive and significantly. Moreover, Employee performance will be more pleasant if it can improve or multiply training in accordance with job specification so that the quality of knowledge and skills possessed by employees can increase. The stakeholders should motivate the employee by rewarding outstanding employees, employees who work diligently and give punishment to employees who are often late so that employees can work in accordance with what has been dictated in a company so that it can improve employee performance.

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