



The Influence Of Job Achievement, Education, Training And Competencies On Employees' Career Development At The Lahat District DPRD Secretariat Office

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Abstract

This research aims to determine and analyze the influence of Job Performance, Education, Training and Competency on Employee Career Development at the Lahat Regency DPRD Secretariat Office, either partially or simultaneously. This research uses a quantitative research method with respondents, namely employees of the Lahat Regency DPRD Secretariat Office, totaling 48 respondents. Testing in this research used multiple linear regression analysis with SPSS (Special Package and Service Solution) version 26 program tools. The results of the research show that Job Achievement, Education, Training and Competency are proven to have a significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office both partially and simultaneously

Keywords: *Job Performance, Education, Training, Competency, Career Development.*

INTRODUCTION

Change to lead to something better is the hope for everyone. In the organization, one of the changes in question is career development. Every human resource who works in an organization must want an increase in his career. Career development is often associated with the future of employees, although it does not guarantee success. Career development includes the process of identifying employees' career potential and applying the right model to develop it. Career development has various long-term benefits that help employees to foster a greater sense of responsibility in the future. Developing human resources in an organization is very important in order to encourage progress for the organization. Leaders need to motivate their employees so that employees have high productivity. The career development system must be carried out actively selecting talent for the organization and effectively increasing organizational effectiveness and competitiveness, therefore in an organization career development is very important. The achievements achieved by an employee are certainly one of the organizational considerations in developing his career. Because achievement is an achievement obtained with a seriousness, and not everyone can achieve the same achievement. With the achievements shown, it is enough to prove that the employee will be able to carry out the responsibilities of a particular position.

The work performance displayed at the Lahat Regency DPRD secretariat office is always dexterous and punctual. This is because the DPRD secretariat is required to be able to balance the work patterns of DPRD members who are so flexible that they must be prepared at any time. Education is an important factor in the development of employee careers. For example, an ASN with class III/d will not be able to get class IV/a if he does not have a master's degree. The

competence of an employee is very important as the basis for his ability to carry out the duties and work that is his responsibility, with the competence of the more kinds of work carried out by employees, the more and wider his work experience, and can improve performance. Individual abilities can be seen from a person's competence, from the level of knowledge (knowledge) possessed, educational background, and skills (skills) mastered and so on. Competencies relate to what people (employees) do at work at various levels and standards of each level, identifying the characteristics, knowledge and skills required by employees to carry out their duties and responsibilities effectively so as to achieve professional quality standards at work. These standards cover all aspects of performance management records, specific skills and knowledge, attitudes, communication, application and development. Competence itself is the ability of an employee. The better the ability he has, the more capable he is to occupy a certain position. This competence can also be seen from the employee's skills, including Communication Skills, Ethics and Attitudes, Organizational and Governance Skills, Creative and Innovative, Ability to Think Critically and Solve Problems, and Mastering Technology. The career development of the State Civil Apparatus actually already has applicable guidelines and standards. But in reality, this career development is not carried out according to these guidelines. The problem that occurs is that the promotion, transfer, and placement of ASN employees in positions tend to be political which causes the failure of the implementation of the meritocracy system in ASN career development, thus making the promotion and placement of ASN in positions based more on subjective considerations, such as political affiliation, close relationships, and payment of bribes.

LITERATURE REVIEW

Work Performance

Work achievement is a result of the work achieved by an employee seen from his personal characteristics and perceptions of his role in the job, or his own form of assessment in carrying out and improving his work programs. The most important thing in an organization is to improve work performance to achieve goals.

Dharma (2018: 1) defines "Work achievement is the process of work performance or achievement of work results given by a person or group of people". Work performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Mangkunegara (2016: 67). Work achievement is a result of the work that a person achieves in carrying out skills, experience and seriousness and time. Hasibuan (2014: 94).

Education

Existing education is basically more of a form of development than human resources in the future, in the current era of globalization and reform, where education is more expected and focused on the results will be able to produce truly qualified human resources, so that it is expected to be better able to carry out its duties with a high level of quality. Irianto (2017: 253) states that "education is the level of formal education that has been completed by employees". Irianto also states that education is a function as a driver of human resource capabilities in improving performance. According to Sutrisno (2016: 29), education is a linked activity, and includes various elements that are closely related to one another. According to Zainun in Busro (2018: 204) education is to prepare human resources before entering the job market, with the knowledge they get from education which is expected to be in accordance with the requirements demanded by a job. According to Mangkunegara (2016: 33) "education is a long-term process that uses systematic, organized procedures, in which managerial personnel learn conceptual and theoretical knowledge for general purposes".

Competition

Competence according to Kusumastuti (2015: 147) is the ability, thinking power, and enthusiasm for work that is displayed through individual effectiveness. Meanwhile, according to Wibowo (2010: 324) Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. Veithzal (2003: 298) states, competence is proficiency, skill, ability. The basic word itself, namely competent, means capable, capable, skillful. Competence refers to the attributes / characteristics of a person that make him successful in his work. Mudrajad Kuncoro (2005: 44) says competence is the main value of the company / organization in the creation of expertise and capabilities that are spread through various production or business lines.

Career Development

According to Simamora (2016: 143) career development includes career planning and career management. Career development is "A situation that describes an increase in the state or status of a person in a group or organization in a career direction that has been determined by the organization concerned", Mathis (2012: 20). According to Sadili Samsudin (2015: 133) defines career development as an effort to improve the technical, theoretical, conceptual, and moral abilities of employees in accordance with job / position needs through education and training. Meanwhile, the definition of career development according to Nawawi (2006: 99) is a series (sequence) of positions or positions that a person occupies during a certain period of life.

METHODS

This research was conducted for 6 (six) months from October 2023 to March 2024. This type of research includes quantitative descriptive research that emphasizes the causal relationship (causal effect). Subjects in this study were employees of the Lahat Regency DPRD secretariat office totaling 48 employees. The data collection technique was carried out by distributing questionnaires. The analysis technique is multiple linear regression with SPSS tools

RESULTS AND DISCUSSION

Table 1 Multiple Linear Regression

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	8.777	2.831		3.101	.003
Work presentation	.241	.048	.439	5.053	.000
Education	.178	.041	.388	4.372	.000
Training	.115	.054	.204	2.141	.038
Competency	.212	.058	.351	3.659	.001

a. Dependent Variable: Career Development

So that it can be written in the form of a regression equation as follows

$$Y = 8.777 + 0.241 X_1 + 0.178 X_2 + 0.115 X_3 + 0.212 X_4 + e$$

Table 2 Partial Test (t-test)

		Coefficients ^a	
Model		t	Sig.
1	(Constant)	3.101	.003
	Work presentation	5.053	.000
	Education	4.372	.000
	Training	2.141	.038
	Competency	3.659	.001

a. Dependent Variable: Career Development

Based on the table above, all variables obtained a significance value smaller than 0.05. Thus it can be concluded that the hypothesis in this study is proven that the independent variables partially have a significant effect on the dependent variable.

Table 3 Simultaneous Test (F Test)

		Anova ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	113.696	4	28.424	22.542	.000 ^b
	Residual	54.220	43	1.261		
	Total	167.917	47			

a. Dependent Variable: CAREER DEVELOPMENT

b. Predictors: (Constant), COMPETENCY, WORK PERFORMANCE, EDUCATION, TRAINING

The results of the SPSS out put calculation above obtained an F value of 22,542 and a probability level of 0.000, which means that the probability of 0.000 < 0.05. Thus it means that the independent variables, namely Work Achievement, Education, Training, and Competence, have a significant effect together on the Career Development variable.

Table 4 Coefficient Of Determination

Mode Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823 ^a	.677	.647	1.12292

a. Predictors: (Constant), COMPETENCY, PERFORMANCE, EDUCATION, TRAINING

b. Dependent Variable: CAREER DEVELOPMENT

Based on the table above, it is known that the R Square result is 0.677, this means that the independent variables (X) explain changes in the dependent variable (Y) by 0.677 or 67.7% while the remaining 32.3% is influenced by other factors outside the research model.

CONCLUSION

1. Work Achievement has a positive and significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office.

2. Education has a positive and significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office.
3. Training has a positive and significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office.
4. Competence has a positive and significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office.
5. Work Achievement, Education, Training and Competence are proven to jointly have a positive and significant influence on Employee Career Development at the Lahat Regency DPRD Secretariat Office.

LIMITATION

1. Work Achievement has the greatest influence in this study. So the authors suggest that work performance be used as the most basic reference in determining employee career development. Apart from promoting transparency in career development, it can also trigger employee motivation.
2. In order to optimize career development, it is necessary to apply standards related to education. Be it the level of education or the suitability of education with the field of work to be carried out.
3. Training has the lowest influence in this study. So the authors suggest that training must be optimized, the government must play an active role in encouraging its employees to be more active in attending training. So that it can facilitate employee career development.

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