THE INFLUENCE OF CAREER DEVELOPMENT, WORK MOTIVATION, AND COMPETENCE ON EMPLOYEE PERFORMANCE

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Abstract

This study analyzes the influence of career development, work motivation, and competence on employee performance on CVs. Dimas Tulungagung and to determine the variables that have a dominant influence on employee performance at CV. Dimas Tulungagung. The usefulness of this study is that it can be used as a suggestion for CV. Dimas Tulungagung to determine the phase related to Human Resources. This is expected to contribute to decision-making related to Human Resources. This research is explanatory; the number of samples in this study is 70 employees. The regression analysis results show that career development, work motivation, and competence simultaneously significantly affect employee performance at CV. Dimas Tulungagung and the study's results show that competence dominates employee performance at CV. Dimas Tulungagung

Keywords: Career Development, Motivation, Competence, Employee Performance

1. Introduction

Employees are important assets for organizations or agencies, both government and private. To improve employee performance, organizations must provide good support. Optimal performance will bring progress and help organizations achieve their goals. Therefore, improving employee performance is a top priority because an organization's success depends on the quality of its human resources. High employee performance will increase the organization's overall productivity. Employees must not only work formally but also enjoy their work to stay motivated, active, and productive.

Organizations or agencies need to pay attention to employee career development to maintain and preserve human resources. Motivation also plays an important role because

motivated employees tend to perform well. Positive motivation arises when employees feel happy with their work, while negative motivation occurs when they feel bored or stressed. Therefore, increasing work motivation is necessary to achieve optimal performance. In addition to career development and motivation, competence is a major factor. Employees with high competence can carry out tasks effectively and efficiently, supporting the achievement of organizational goals.

According to Anwar Prabu Mangkunegara, human resource management includes planning, organizing, implementing, and supervising the procurement, development, compensation, maintenance, and separation of labor to achieve organizational goals. Meanwhile, Agus Sunyoto defines it as a series of human resource management, from recruitment and development to maintenance, to achieve individual and organizational goals.

Handoko in Megita (2014) defines career development as a personal improvement that can help someone achieve a career plan. Career development aims to align employee needs with career opportunities available in an organization or government agency. The forms of career development depend on the career path that each organization has planned. How an organization or government agency determines the career path for each employee depends on the organization's needs and situation, but it is generally done through transfers, training, and promotions.

According to Su,wanto, and Donni Juni Priansa (2011:171), motivation comes from the Latin word (more), which means encouragement, driving force, or power that causes an a, action or deed. Motivation questions how to direct the power and potential of subordinates so that they are willing to work productively in achieving and realizing predetermined goals.

According to Wibowo (2010:324), competence is the 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. Thus, competence shows skills or knowledge characterized by professionalism in a particular field as the most important thing, as the superior of the field.

According to Syamsir Torang (2013:74), performance is the quantity and/or quality of the work results of individuals or groups within an organization in carrying out main tasks and functions that are guided by norms, standard operating procedures, criteria, and measurements that have been established or that apply within the organization.

2. Method

This study uses a quantitative descriptive approach with a multiple linear regression analysis research type. Quantitative research is a method used to present research results in the form of numbers, and its analysis uses statistics. This study uses the Interview method, Questionnaire (Questionnaire), observation, and. The sample in this study was all employees at CV. Dimas Tulungagung, a total of 70 people. Dimas Tulungagung, which is located at Jl. Jayeng Kusuma No. 6 Ngujang, Kedungwaru, Tulungagung. This research was conducted from February 2024 to April 2024.

3. Results and Discussion

A validity test is used to measure the validity of a questionnaire. A questionnaire is said if a questionnaire question can reveal something that is measured by the questionnaire (Imam Ghozali, 2013, p. 52). The minimum requirement to be considered a valid instrument item is that its validity index value has a calculated r value greater than 0.3610. The validity test can be seen in the following table:

Table 1. Validity Test Results

Variables	Item	Rcount	Rtable	Information
Career Development	X1.1	0.622	0.2319	Valid
	X1.2	0.520	0.2319	Valid
	X1.3	0.386	0.2319	Valid
	X1.4	0.544	0.2319	Valid
	X1.5	0.758	0.2319	Valid
	X1.6	0.758	0.2319	Valid
	X1.7	0.538	0.2319	Valid
Work motivation	X2.1	0.323	0.2319	Valid
	X2.2	0.536	0.2319	Valid
	X2.3	0.402	0.2319	Valid
	X2.4	0.447	0.2319	Valid
	X2.5	0.568	0.2319	Valid
	X2.6	0.576	0.2319	Valid
	X2.7	0.464	0.2319	Valid
	X2.8	0.626	0.2319	Valid
Competence	X3.1	0.314	0.2319	Valid
	X3.2	0.543	0.2319	Valid
	X3.3	0.400	0.2319	Valid
	X3.4	0.334	0.2319	Valid
	X3.5	0.324	0.2319	Valid
	X3.6	0.458	0.2319	Valid
	X3.7	0.349	0.2319	Valid
	X3.8	0.633	0.2319	Valid
	X3.9	0.549	0.2319	Valid
	X3.10	0.526	0.2319	Valid
Employee Performance	Y1.1	0.665	0.2319	Valid
	Y1.2	0.532	0.2319	Valid
	Y1.3	0.671	0.2319	Valid
	Y1.4	0.665	0.2319	Valid
	Y1.5	0.532	0.2319	Valid
	Y1.6	0.688	0.2319	Valid
	Y1.7	0.698	0.2319	Valid
	Y1.8	0.697	0.2319	Valid
	Y1.9	0.544	0.2319	Valid
	Y1.10	0.688	0.2319	Valid

Based on the data from Table 1, the validity test of the research instrument (questionnaire) with each question gets a calculated r value greater than rtable 0.361, so the entire research questionnaire is said to be valid.

3.1 Reliability Test

Table 2. Reliability Test Results

Variables	Alpha	Information
Career development	0.668	Reliable
Work motivation	0.642	Reliable
Competence	0.684	Reliable
Employee Performance	0.839	Reliable

In Table 2, the reliability test results showed that all variables have a fairly large alpha coefficient, namely above 0.60, so it can be said that all measuring concepts for each variable in the questionnaire are reliable, which means that the questionnaire used in this study is reliable.

3.2 Classical Assumption Test

Figure 1. Normality Test Results
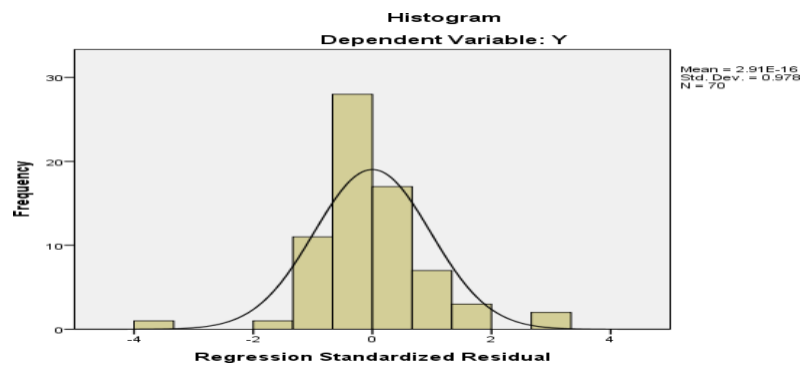
Based on the normal graph display of the Plot presented above, it can be concluded that the histogram graph provides a normal distribution pattern. In the normal graph PP plot of regression standardized residual, the points spread around the diagonal line, and their distribution follows the direction of the diagonal line. Both graphs indicate that the regression model is feasible because it meets the normality assumption.

3.3 Multicollinearity Test

Table 3. Multicollinearity Test Results

Information	Collinearity Statistics	
	Tolerance	VIF
Career development	0.543	1,841
Work motivation	0.461	2.169
Competence	0.492	2,032

Based on Table 3 of the results of the multicollinearity test, the calculation of the tolerance value shows that no variables have a tolerance value <0.10, which means that in this study, there is no problem in the multicollinearity test. Likewise, with the results of the VIF value calculation of the three independent variables tested, there is no VIF value > 10, so it can be concluded that there is no multicollinearity between the independent variables in the regression model.

3.4 Heteroscedasticity Test

Figure 2 Heteroscedasticity Test Results
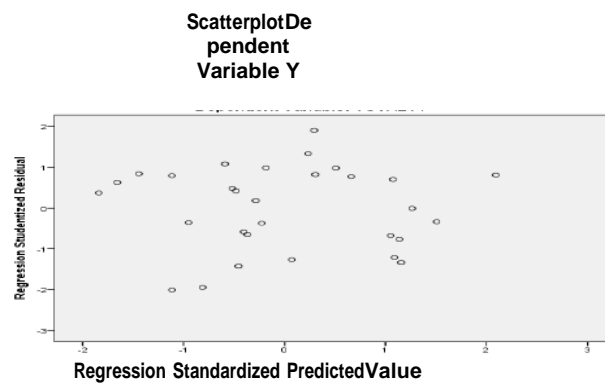
The graphic results presented above show that the points are spread randomly above and below the number 0 on the y-axis and do not have a clear pattern or form a pattern. Therefore, there is no heteroscedasticity in the regression model, so the regression model is suitable for use as a prediction.

3.5 Multiple Linear Regression Analysis

Table 4. Results of Multiple Linear Regression Analysis

	Coefficients^a					
	Unstandardized Coefficients		Standardized Coefficients			
Model	B	Std. Error	Beta		t	Sig.
1 (Constant)	-.915	2,340			-.391	.697
X1	.184	.076		.163	2.436	.018
X2	.439	.100		.318	4.372	.000
X3	.588	.075		.550	7,815	.000

The results of multiple linear regression analysis, which are still in numerical form, can be explained in easy-to-understand language as follows:

$$Y = -0.915 + 0.184 X_1 + 0.439 X_2 + 0.588 X_3$$

Researchers concluded that if work motivation is better, employee performance will increase. CV. Dimas Tulungagung has good work motivation, namely extrinsic in the form of finance. This can, of course, affect employee performance because of good work motivation.

Based on the discussion above, the third hypothesis, or H3, in this study is accepted. This means that the competency variable has a positive and significant effect on employee performance at CV. Dimas Tulungagung.

The analysis and data above show that career development, work motivation, and competence simultaneously positively and significantly affect employee performance. It. Thus, this study's fourth hypothesis, or H4, can be accepted. Increasing career development, work motivation, and competence will have a positive effect on employee performance.

4. Conclusion and Suggestions

The study's results are based on an analysis of the influence of career development, work motivation, and competence on employee performance at CV. Dimas Tulungagung can be concluded as follows: 1) That the three variable factors of career development (X1), work motivation (X2), and competence (X3) contribute to employee performance (Y). 2) The results of the first hypothesis test show that career development, work motivation, and competence positively and significantly affect employee CV performance. Dimas Tulungagung. 3) The results of the second hypothesis test show that competence has a dominant influence on employee performance at CV. Dimas Tulungagung. 4) The magnitude of the influence of independent variables on the dependent variable is 83.90%, while the remaining 16.10% is explained by other variables not included in the study. This means that the contribution of variations in independent variables of career development, work motivation, and competence to the dependent variable, namely employee performance, is considered sufficient and unbiased.

Suggestion

Respondents gave the lowest response to career development, so it is recommended that career development be improved for employees to benefit the agency's progress. This research is expected to provide input for future planning for CV Manager Dimas Tulungagung, who directs human resources for CV's progress. The company is expected to provide an objective picture of whether or not career development, work motivation, and competence influence employee performance at CV. Dimas Tulungagung.

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