

The Effect of Career Development on Employee Performance in PT. Dwi Indah Jakarta

Lisda Herliani¹, Pristanto Ria Irawan², Rian Ardianto³

Universitas Pertiwi

Article Info

Article history:

Received : 20 November 2023

Publish : 04 January 2024

Keywords:

Career development

Employee Performance

Info Article

Article history:

Accepted : 20 November 2023

Publish : 04 January 2024

Abstrac

The purpose of this study is to determine career development of the performance of PT. Dwi Indah Jakarta. This study used quantitative descriptive methods with data collection techniques through the distribution of questionnaires, and library data. In this study using a saturated sampling method used a total of 31 employees of PT. Dwi Indah Jakarta, using simple linear regression data analysis techniques. The results of this study show that there is an influence between career development on the performance of PT. Dwi Indah Jakarta has a strong positive influence and has an influence contribution of 55.2% on employee performance variables. The results of this study are expected to contribute to future research.

Abstrak

Tujuan penelitian ini adalah untuk mengetahui pengembangan karir terhadap kinerja karyawan PT. Dwi Indah Jakarta. Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner, dan data pustaka. Dalam penelitian ini menggunakan metode sampling jenuh yang digunakan berjumlah 31 karyawan PT. Dwi Indah Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh antara pengembangan karir terhadap kinerja karyawan PT. Dwi Indah Jakarta berpengaruh positif kuat dan memiliki kontribusi pengaruh sebesar 55.2% terhadap variabel kinerja karyawan. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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Corresponding Author:

Pristanto Ria Irawan

Universitas Pertiwi

Email : pristanto.irawan@pertiwi.ac.id

1. INTRODUCTION

PT Dwi Indah Jakarta is an original Indonesian company engaged in *packaging paper*, and *carbon products*. The company was founded in 1956 and at that time engaged in the *supply of consumer goods and office equipment*. In 1995, the Company expanded its business into the field of printing specialists with *roll systems using letterspress and fiexography*. Until now, it is still the Company's *core business* by continuing to update technology towards digitizing printing machines and equipment.

A company with its own paper production, **PT Dwi Indah Jakarta** always makes management improvements as a way to improve the performance of its employees, one of which is by conducting career development programs for all elements and positions in the Company. Career development, Career development (*career development*) consists of improvements made by a person to achieve a personal career plan, for that human resources in **PT Dwi Indah Jakarta**, are always given programs related to individual development, this dances for researchers to explore research with the title of the influence of career development on employee performance at PT. Dwi Indah Jakarta.

The implementation of career plans requires career development steps which are defined as one's personal efforts to achieve a career plan. (Hani Handoko, 2000). Career development is the process by which individuals set current and future career goals, then

assess their level of skill, knowledge or experience and apply actions of the same age to achieve desired career goals (Gazperz, 2012)

Career development is the process of increasing an individual's employability achieved in order to achieve the desired career (Rivai Veitzal & Ella Sagala, 2009)

Mangkunegara (Lysta Lestary & Harmon, 2017) **in performance is the result of work in quality and quantity achieved by an employee in carrying out** his duties in accordance with the responsibilities given

According to Mathis & Jackson in the opinion that Performance is (Ahmad Rivai, 2020) basically what employees do or do not do. Employee performance is what influences how much they contribute to the organization which includes: (1) quantity of output, (2) quality of output, (3) duration of output, (4) attendance at work, and (5) cooperative attitude

Build in stating, "Performance (Debby Endayani Safitri, 2019) is the result of work that a person achieves based on job requirements." Performance indicators include *quantity*, quality, precision time, *attendance*, team work. Based on the results of the analysis, it was found that career development and motivation have a positive and significant effect on employee performance at Karya Mas ART Gallery. Career (Ni Luh Komang Sri Noviani & Ni Luh Sari Widhiyani, 2018) (Abraham Samuel Kaengke et al., 2018) development research and training partially have a significant effect on the performance of PT. Manado Water.

(Muhammad Dedi Syahputra & Hasrudy Tanjung, 2020) Partial career development has a significant influence on employee performance. And simultaneously competence, training and career development have a significant influence on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office.

Based on the results of previous research, researchers are interested in examining the variables of career development and employee performance with the title of the influence of career development on employee performance at **PT. Dwi Indah Jakarta**. The results of this study are expected to contribute to further research

2. RESEARCH METHODS

This research is descriptive quantitative, with the aim of getting an overview of how career development affects the performance of **PT Dwi Indah Jakarta employees**. According to Sudjana and Ibrahim (2004: 64) descriptive research is "research that seeks to describe a symptom, event, event that occurs at the present moment". For the quantitative approach, it is explained by that the approach uses quantitative because it uses numbers, starting from data collection, interpretation of the data, and the appearance of the results. (Arikunto, 2010)

The population in this study is employees of **PT Dwi Indah Jakarta**. The sample used in this study was employees of **PT Dwi Indah Jakarta**, totaling 31 employees., with the sampling technique is saturated sampling. According to the sample is a portion of the number and characteristics possessed by the population. (Lijan Sinambela, 2021)

Hypothesis

As for this study, the formulation of the hypothesis test can be explained as follows:

H1: $\rho = 0$	There is a significant influence of career development on employee performance
Ho: $\rho \neq 0$	There is no effect of career development on employee performance

Analysis Model Techniques

In this study, a simple linear regression analysis technique was used. Linear regression is a method that can be used to measure at least 2 variables how to measure the data using dependent variables and variable independent which is drawn through the correlation between the 2 variables through a straight line (Susanti et al, 2010) in . (Andik Adi Suryanto & Asfan Muqtadir, 2019)

Operational definition of employee career development variables, 1) fair treatment in career, 2) concern from direct supervisors, 3) information about various promotion opportunities, 4) interest in promotion, 5) level. While the operational definition of employee performance variables, work quality, work quantity, work discipline, accuracy, initiative, and efficiency.

The research design can be explained through the figure below, the influence of career development as variable X (*independent variables*), and employee performance as variable Y (*dependent variable*).



Figure 1 Research Design

3. RESULTS OF RESEARCH AND DISCUSSION

Validity Test

The validity test of the career development variable instrument (X) concluded that the instrument item items that were declared valid were **10 items, while the employee performance variable (Y) there were 16 items** declared valid. The test uses a two-sided test with a significance level of $\alpha = 0.05$ with $n = 10$ then obtained $r_{table} = 0.632$. The test criteria to declare an item valid are $r_{test} > r_{table}$ This validity test was conducted on 10 non-sample respondents.

Reliability Test

Reliability tests are carried out to obtain the level of accuracy (reliability) of the data collection equipment (instrument) used. The reliability test of the instrument was carried out with *Cronbach's Alpha* formula using the help of the SPSS program. The test criteria for declaring an item to be **reliable** are $r_{test} > r_{table}$. Based on the calculation results, it was concluded that from each item that has been declared valid is reliable with a significance level of $\alpha = 0.05$ and the degree of numbness $dk = n-1 = 10-1 = 9$, significance **5%**, then **obtained $r_{table} = 0.666$** . In the career development variable (X) $r_{test} = 0.947$ higher $r_{table} = 0.666$ then reliable, **and employee performance variable (Y) $r_{test} = 0.911$ higher $r_{table} = 0.666$ then reliable**

Simple Linear Regression Analysis Test

In Table 1 can be explained the results of a simple regression analysis, knowing how much the t-test value, the level of significance, and can be known the regression formula, for more clearly the following coefficient results carried out with SPSS;

**Table 1
Simple Regression Analysis Table**

Coefficients a				
Type	Unstandardized Coefficients	Standardized Coefficients	t	Sig.

		B	Std. Error	Beta		
1	(Constant)	30.509	4.206		7.253	.000
	Career development	.673	.113	.743	5.983	.000

a. Dependent Variable: Employee Performance

Source: Data processed from SPSS

Based on the calculation above, a regression equation is obtained that can be used to predict variables through career development variables, namely; $Y' = 30.509 + 0.673x$.

As a basis for decision making, it can be seen that by using the **t Test**, as follows:

- a) If the **test value** > the ttable value, then there is an influence of variable X on variable Y.
- b) If the **test value** < the ttable value, then there is no influence of variable X on variable Y

Based on the calculation of t-table that has a significance of 5% can be known using the formula: $t \text{ table} = t (\alpha/2; n-k-1)$, so that the value of t-table $0.025; 31-1-1 = (0.025; 29) = 2.045$, then t-test $(5.983) > t\text{-table} (2.045)$, thus it can be concluded that there is an influence of career development variables on employee performance variables.

From the calculation results in table 2 of the termination coefficient of the calculation above, it can be concluded that career development has a contribution of **55.2%** to employee performance, while the remaining **44.8%** is influenced by other factors that have not been studied. Then the career development variable has a **strong positive** effect on the r value of **0.783 (located in the correlation coefficient interval 0.60-0.799)**.

Table 2
Coefficient Determination

Model Summary					
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.743a	.552	.537	3.733	

a. Predictors: (Constant), Career development

Source: Data processed from SPSS

Table 3
Anova

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	498.930	1	498.930	35.799	.000b
	Residuals	404.167	29	13.937		
	Total	903.097	30			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Career development

Source: Data processed from SPSS

Discussion

Based on the results of the research above that career development variables affect employee performance, so PT. **Dwi Indah Jakarta**, can make career development efforts in improving the performance of its employees, The forms of career development can be done by; Education and training, employees are given education and training programs according to their needs both technical and managerial, Further efforts in career development are carried out with employee mutations, where this program is carried out vertically and horizontally, career development can be done by giving promotions to employees who have certain competencies to improve their abilities, as well as career

development programs can be carried out by providing employee rotation to create refreshment to its employees.

4. CONCLUSION

Based on the results of testing and analysis of the relationship between variable X and variable Y regarding the influence of career development on employee performance at **PT. Dwi Indah Jakarta**, that there is an influence between career development variables on employee performance variables because of the t-test value, $t\text{-test} (5,983) > t\text{-table} (2,045)$. Then the career development variable has a **strong** positive influence of r value of **0.743 (located in the coefficient interval 0.60-0.799) and has a contribution of 55.2% influence on employee performance variables, while the remaining 44.8%** is influenced by other factors. Furthermore, it can be known the regression equation that can be used to predict, namely; $Y' = 30.509 + 0.673x$.

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