

The Influence of Career Development on Employee Performance in FIF Group Cikampek Karawang branch

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Abstract

Problems with inappropriate career development result in a problem phenomenon regarding a decrease in employee performance, where employees seem to be careless in their work, hasty in concluding a problem which results in work errors. The aim of this research is to determine the effect of career development on employee performance. This research using quantitative methods with associative techniques was carried out in FIF Group Cikampek Karawang branch with a population of 30 employees with data collection techniques using questionnaires. Based on the calculation results, a correlation coefficient of $r = 0.854$ and a determination coefficient of $R = r^2 = 0.730$. Testing the significance of the correlation obtained $t_{count} (8,691) > t_{table} (2,00)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between career development and employee performance can be accepted. This means that the higher the career development, the higher the employee performance will be. Meanwhile, the coefficient of determination of 0.730 indicates that 73% of the variation in Employee Performance. This research is motivated by the consequences that can be explained by variations in Career Development, the remaining 27% is determined by other factors outside of Career Development.

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1. INTRODUCTION

Human resources are an important asset for every organization. The progress and success of an organization depends greatly on the quality of its human resources. Therefore, organizations need to pay attention to and develop their human resources so that they can provide optimal contributions to the organization. Therefore, organizations need to pay attention to and develop their human resources so that they can provide optimal contributions to the organization. This effort can be carried out through various training and development programs, improving employee welfare, as well as creating a conducive and motivating work environment. In this way, quality human resources will be able to work more productively and efficiently, thereby encouraging the achievement of the organization's overall goals and vision.

One important aspect in human resource development is career development. Career development is an effort made by organizations to help employees plan their careers in the future. Effective career development can increase employee competence, motivation and job satisfaction, so that in the end it will have an impact on improving employee performance. According to Hasibuan (2017:69) career development is an effort to improve employees' technical, theoretical, conceptual and moral abilities in accordance with the needs of the job or position through education and training. Education improves employees' theoretical, conceptual and moral skills, while training aims to improve employees' technical skills in carrying out work. Thus, effective career development can help employees to be more competent in carrying out their duties and responsibilities. This has a positive impact on employee performance.

Employee performance is the output achieved by employees in terms of the amount of work and quality of work, time commitment and attendance, as well as the ability to collaborate as a form of responsibility in carrying out their duties according to the duties and work assigned by the company. According to Mangkunegara (2017:71) employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. This performance reflects how effective and efficient an employee is in meeting the targets and work standards set by the organization. Good performance not only shows an individual's ability to complete work, but also their contribution to the company's overall goals. Therefore, measuring and evaluating employee performance regularly is very important to ensure that the organization can continue to develop and achieve sustainable success.

This research was conducted at the FIF Group Cikampek Karawang branch which is located at Jl. Ir. Haji Juanda, Sarimulya, District. Kota Baru, Cikampek, Kab. Karawang, West Java, 41374. PT Federal International Finance ("FIFGROUP") was founded under the name PT Mitrapusaka Artha Finance in May 1989. Based on a business license obtained from the Minister of Finance, the Company operates in the leasing, factoring and consumer financing sectors. In 1991, the Company changed its name to PT Federal International Finance. However, over time and in order to meet market demand, the Company began to focus on financing Honda motorbikes in the retail consumer financing sector in 1996. In May 2013, the Company launched the FIFGROUP brand. Currently, based on Financial Services Authority Regulation Number 29/POJK.05/2014, FIFGROUP's business fields are:

1. Investment Financing;
2. Working Capital Financing;
3. Multipurpose Financing, Operating Lease and/or fee-based activities;
4. Sharia Financing includes Purchase and Sale Financing, Investment Financing, and/or Services Financing which is carried out using contracts based on sharia principles; And
5. Other financing based on approval from the Financial Services Authority.

At the moment, FIF Group Cikampek Karawang branch has 120 employees. The following is a data table on the number of employees at the FIF Group Cikampek Karawang branch.

Table 1.1. Data on Number of Employees

No.	Department	Amount
1.	Manager	3
2.	Supervisor	4
3.	Staff Admin	10
4.	Surveyor	17
5.	Credit Analyst	20
6.	Staff Marketing	9
7.	Staff Marketing Credit	9
8.	Collection Supervisor	10
9.	Staff Telemarketing	11
10.	Staff Sales	18
11.	Collector	34
12.	Office Boy	5

Source: FIF Group Cikampek Karawang branch

Table 1.1. shows data on the number of employees of the FIF Group Cikampek Karawang branch along with their positions. The phenomenon that occurs at the FIF Group

Cikampek Karawang branch is a career development problem. Based on several employee opinions, the FIF Group Cikampek Karawang branch does not provide opportunities to develop careers for its employees. This can have a negative impact on employee productivity due to lack of opportunities for development and can reduce motivation and work morale. Dissatisfaction with career development can also cause an increased *turnover intention* and decreased employee performance.

Employee performance on FIF Group Cikampek Karawang branch can be seen from employee performance assessment data each year. Employees who have high performance tend to be more productive, produce more output, and achieve or exceed set targets. Below is attached the performance assessment data of the FIF Group Cikampek Karawang branch.

Table 1.2. Employee Performance Evaluation Data

Year	Number of employees	Criteria			
		Very good	Good	Enough	Not enough
2021	166	44	38	32	52
2022	158	42	35	33	48
2023	150	47	36	28	39

Source: FIF Group Cikampek Karawang branch

Table 1.2. shows data from the performance assessment results of FIF Group employees at the Cikampek Karawang branch from 2021 to 2023. The performance of employees at the FIF Group Cikampek Karawang branch is categorized as quite good. However, there are still employees who perform less well every year. This situation indicates a problem in human resource management, which may be caused by a lack of motivation, training, or adequate support from management. Some of the employees of the FIF Group Cikampek Karawang branch believe that they are less enthusiastic about work due to a lack of motivation and opportunities to develop their careers, so their performance declines. To overcome this problem, strategic steps are needed such as improving employee development programs, improving incentive systems, and creating a more conducive work environment so that all employees can achieve optimal performance.

According to research conducted by Sutoro (2020), the results show that Career development has been proven to have a significant effect on employee performance. The better the career development provided; the better the employee's performance will be. This shows that investment in career development programs such as training, further education and mentoring can have a real positive impact on employee productivity and work effectiveness. Organizations that are committed to continuing to develop the careers of their employees will be better able to retain their best talent, increase job satisfaction, and achieve strategic goals more efficiently.

Other research conducted by Seku and Andriyani (2023) shows the results that career development has a positive and significant effect on employee performance. These findings strengthen previous evidence that investing in employee career development is an effective strategy for improving individual performance in organizations. By providing clear and structured career development opportunities, employees feel more valued and motivated to achieve better results. Additionally, career development programs can help employees to continuously improve their skills and competencies, which will ultimately contribute to increasing overall organizational productivity and efficiency.

Based on the explanation above, it can be concluded that the importance of career development needs to be carried out by every organization or company in improving employee performance. So, in this case the author is interested in conducting research with the title "The Influence of Career Development on Employee Performance in FIF Group Cikampek Karawang branch"

2. RESEARCH METHOD

This type of research is a type of quantitative descriptive research, according to Sugiyono (2019:16) quantitative methods can be defined as research methods based on positivist philosophy for researching certain populations or samples, collecting data using research instruments, data analysis, quantitative/statistical in nature, with the aim of testing the established hypothesis

3. RESULT AND DISCUSSION

1. The Career Development variable score is obtained based on measurement results using a questionnaire consisting of 15 questions. Theoretically, the score for the Career Development variable will range between 15 and 75. The results of data analysis and statistical calculations show that the empirical score for Career Development varies between 53 and 75 with a score range of 22, an average of 67.6; median 68; mode 75; standard deviation 6.36; and variance 40.39
2. Employee Performance Scores are obtained based on measurement results using a questionnaire consisting of 15 questions. Theoretically, the Employee Performance variable score ranges from 15 to 75. The results of data analysis and statistical calculations show that the empirical score for Employee Performance varies between 55 to 75 with a score range of 20; average 64; median 62.5; mode 57; standard deviation 6.52; and variance 42.48.
3. Based on the calculation results shown in table 4.5, a correlation coefficient of $r = 0.854$ and a determination coefficient of $R = r^2 = 0.730$. Testing the significance of the correlation obtained $t_{\text{count}} (8,691) > t_{\text{table}} (1.70)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between career development and employee performance is acceptable. This means that the higher the career development, the higher the employee performance will be. Meanwhile, the coefficient of determination of 0.730 shows that 73% of the variation in employee performance can be explained by variations in career development, the remaining 27% is determined by other factors outside of career development.
4. Based on the results of calculations to develop a regression equation model between Career Development (X) and Employee Performance (Y), the constant $\alpha = 4.781$ and the regression coefficient $\beta = 0.876$ are obtained. Thus, the influence between the independent variable X and the dependent variable Y can be expressed in a simple linear regression equation model as follows: $\hat{Y} = 4.781 + 0.876X$.
5. The results of the regression significance test based on the ANOVA table obtained $F_{\text{count}} (75,53) > F_{\text{table}} (7.64)$ at $\alpha = 0.01$. This shows that the regression equation model is significant. The linearity test results obtained were $F_{\text{count}} (1,79) < F_{\text{table}} (2.42)$ at $\alpha = 0.05$. These results indicate that the regression equation is linear

4. CONCLUSION

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