

The Influence of Career Development and Motivation on Employee Performance of PT Kideco Jaya Agung

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Abstract

This research examines to analyze the effect of career development and motivation partially and simultaneously on the employee performance of PT Kideco Jaya Agung. This research is based on empirical conditions such as limited promotional opportunities, economic downturns and global competition. Employees are performing their daily monotonous tasks from time to time the employees are not to supporting each other to accomplishing their tasks. Based on this background, this research is intended to analyze the effects of career development and motivation partially and simultaneously on the performance of employees of PT Kideco Jaya Agung. This research uses a quantitative-descriptive method to see how much the effects of the independent variable with a dependent variable represented by Variable Coefficient and the relationship between those both variables with Coefficient of Determination. Results of the research shows that variable x1 career development of Coefficient of Determination is 0.546, reflecting that the career development variable affects the performance and, the Effect is 54.6%. Career development obtains 4,650 > 2,110 t-value and the significance value is 0.000 < 0.05, so it can be concluded that career development results in a significant positive effect on the performance. Results of the research shows that variable x2 motivation of Coefficient of Determination is 0.623, meaning that the motivation variable affects the performance and, the effect is 62.3%. Motivation obtains 5,457 > 2,110 t-values and 0.000 < 0.05 Significance Value, so it can be concluded that motivation results in significant positive is effecting the performance the performance. Career Development and Motivation obtained 0.713 Coefficient of Determination R square (r²), meaning that career development and motivation variables affect the performance and the effect is 71.3% and Significance Value is 0.000 < 0.05, it can be concluded that career development and motivation simultaneously Effect or result in a joint effect on performance.

Keywords: Career Development, Motivation, Performance

INTRODUCTION

Performance is like an overview of the level of achievement of the implementation of a program of activities or policies in realizing the goals, vision, mission of the organization that is outlined through the strategic planning of an organization. The low performance of employees is effecting the quantity and quality of task completed by employees. The pandemic that has struck since April forced PT Kideco to carry out "Work from Home" where all the employees of PT Kideco located in Jakarta do their jobs at home. This creates new problems, such as interference from people at home. The internet network is less stable. Less obvious

work time limits and poor communication between teams. Thus making the employee's performance less maximal.

Good employee performance is expected by an organization, because the more employees with good performance, the productivity of an organization as a whole will increase so that goals will be achieved and realized. As for other things that indicate possible problems in the career development of employees in the company, such as limited promotional opportunities, economic downturn and global competition, a stressful work environment causes emotional distress and often makes employees rethink their career decisions, because if employees believe that they cannot cope with the pressure, they will prefer to quit their jobs. As well as the ability and education of low employees are the cause of problems in the career development of employees.

To achieve the company's goals, motivational encouragement is required to employees, *reward* systems such as promotions, as well as incentives for those employees and career development. With this, employees will know where the highest position they will achieve, so that they can continue to be motivated and strive to improve their ability and loyalty to the company.

Another factor that must be considered is the motivation of work, namely by motivating subordinates to work productively in achieving and realizing the goals that have been determined. Less motivation can be seen from the signs of lack of motivation such as employees not working without telling the obvious reason, then the work that employees face from time to time that-that's it, besides that between employees seemed to not support each other in the completion of the task, so the work that should be quickly completed becomes late completion.

Improving the performance of good employees will bring progress for an organization to be able to achieve the goals of the organization. Therefore, various efforts to improve the performance of employees are the most serious because with success to achieve the goals and survival of an organization depends on the human resources contained in an organization.

METHODS

Researchers used descriptive quantitative methods. The object of research conducted at the Office of PT Kideco Jaya Agung, Graha Mitra 1st Floor, Jalan Jendral Gatot Subroto Kav.21, Jakarta – Indonesia. About the Influence of Career Development and Motivation on Employee Performance of PT Kideco Jaya Agung. This study provides an overview of data that is analyzed accurately, systematically, statistically, and clearly. Quantitative analysis is based on the analysis of variables that can be explained in quantity (measurable) by formulas or definitive analysis tools.

In this study because the number of populations is known, the sample calculation uses Slovin formula because in the withdrawal of the number must be

representative in order for the results of the study can be generalized. So the range of samples that can be taken from Slovin techniques is 5% of the research population. The population in this study was as many as 37 employees, so the percentage of leeway used is 5% and the calculation results can be rounded to achieve conformity.

Based on the calculation of the formula above, the minimum sample size studied amounted to 20 (twenty) respondents from all populations to know the influence of career development and motivation on employee performance. As for narrowing the population area so that technical research becomes smooth and efficient, the sampling fraction cluster formula is used.

The analysis techniques used are validity test, reliability test, data normality test, multiple linear regression, t test, f test, and determination coefficient using quantitative approach, which is to analyze data through statistical calculations sought through SPSS version 24 program.

RESULTS AND DISCUSSION

1. Analysis of the Effect of Career Development on Employee Performance of PT Kideco Jaya Agung

Based on the Model summary value of correlation coefficient R of 0.739 or correlation between career development and performance is relatively high. The coefficient of determination of R square (r^2) of 0.546 means that career development variables affect performance and magnitude of influence by 0.546 or 54.6 % that occurs at PT Kideco Jaya Agung.

Based on the above coefficient, can be formed relationship regression equation that is $Y = 17,915 + 0.910 X_1$ dependent variable i.e. performance and independent variable i.e. career development. The regression coefficient of career development is 0.910, meaning that every addition of 1% of career development, the value of performance will increase by 0.910 or 91.0%. Career development obtained a calculated t value of 4,650 >2,110 and a significance value of $0 < 0.05$, so it can be concluded that career development has a significant positive effect on performance.

2. Analysis of The Influence of Motivation on Employee Performance of PT Kideco Jaya Agung

Based on the Model summary value of correlation coefficient R of 0.789 or correlation between motivation and performance is classified as high. The coefficient of determination of R square (r^2) of 0.623 means that the motivation variable affects the performance and magnitude of the influence of 0.623 or 62.3 % that occurs at PT Kideco Jaya Agung.

Based on the coefficient can be formed relationship regression equation that is $Y = 13,683 + 1,031 X_2$ dependent variables performance and independent

variables i.e. motivation. The regression coefficient of motivation is 1,031, meaning that every addition of 1% of motivation, the value of performance will increase by 1,031 or 1.03%. Motivation obtained a calculated t value of 5,457 > 2,110 and a significance value of 0.000 < 0.05, so that it can be concluded that motivation has a significant positive effect on performance.

3. Analysis of The Influence of Career Development and Motivation on Employee Performance of PT Kideco Jaya Agung

Based on the Model summary value of correlation coefficient R of 0.845 or correlation between career development and motivation with performance is relatively high. The coefficient of determination of R square (r^2) of 0.713 means that career development and motivation variables affect performance and magnitude of influence by 0.713 or 71.3% while the remaining 28.7% are explained by other variables not included in this study.

Based on the coefficient can be formed relationship regression equation i.e. $Y = 7,808 + 0.484 X_1 + 0.700 X_2$ dependent variable i.e. performance and independent variable i.e. career development and motivation. Constant value obtained value of 7,808 means that if there is career development and motivation then the constant value of performance is 7,808 that occurs at PT Kideco Jaya Agung.

And in the test table result f XXXII.4 significance value of 0.000 < 0.05, it can be concluded that career development and motivation affect simultaneously or have a mutual influence on performance. Based on the results of this study, it can be more useful to be developed in the next research that can contribute to improve performance, beyond career development and motivation. There are several factors that can affect performance so that it will be more interesting and useful to improve performance by examining the influence of other variables that can affect performance. From the results of this research and other studies can be used as a consideration in taking a policy to be able to make the performance of employees at PT Kideco Jaya Agung increasing.

CONCLUSION

Based on the data that has been collected and the tests that have been done on the problem, it can be concluded as follows:

1. Career development variable obtained the value of coefficient of determination R square (r^2) of 0.546 means that career development variable affects performance and magnitude of influence of 0.546 or 54.6 % that occurs in PT Kideco Jaya Agung. Career development obtained a calculated t value of 4,650 > 2,110 and a significance value of 0.000 < 0.05, so it can be concluded that career development has a significant positive effect on performance.

2. Motivation variable obtains a coefficient of determination R square (r^2) of 0.623 meaning that the motivation variable affects the performance and magnitude of its influence of 0.623 or 62.3 % that occurs at PT Kideco Jaya Agung. Motivation obtained a calculated t value of 5,457 > 2,110 and a significance value of 0.000 < 0.05, so that it can be concluded that motivation has a significant positive effect on performance.
3. Career Development and Motivation variables obtained a coefficient of determination R square (r^2) of 0.713 meaning that career development and motivation variables affect performance and magnitude of influence by 0.713 or 71.3 % while the remaining 28.7% is explained by other variables not included in this study. The significance value of 0.000 < 0.05, it can be concluded that career development and motivation affect simultaneously or have a mutual influence on performance.

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