

Career Development On Employee Performance

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Abstract

Performance evaluation is a mechanism used to assess workers so that historical data can be compared. This study attempts to examine how employee performance is affected by work commitment, remuneration, and career growth. The sample method used in this study was random sampling with the Slovin formula to acquire 55 samples, and the population consisted of 214 employees of PT. Phase Delta Control Surabaya. The basic data will next be evaluated utilizing multiple linear regression analysis techniques provided by the SPSS application tool in order to confirm the research hypothesis. The study's findings demonstrate that career advancement, pay, and work dedication all have a favorable and substantial impact on employees' performance. At PT. Phase Delta Control Surabaya, career development, remuneration, and work dedication all have a good and significant impact on employee performance, at least in part.

Keywords: Career Development, Compensation, Employee Performance.

Introduction

In today's global business competition, great employee performance is necessary to grow the organization. Companies must be capable of improving their environmental performance. Human resources play an active role in all aspects of the company's operations. Organizations or firms will always aim to improve their employees' performance in order to fulfill the organization's or company's goals. Skilled human resources can help a company become more competitive and contribute positively to its success. A company's success or failure will be determined by the talents of its workforce. According to Purnama (2018), the human resources that companies currently require are those who can develop continuously, are able and willing to assist the organization in any situation, and will reciprocate the organization's trust in the employee by improving the employee's abilities. Alone. Employees are non-material human resources owned by a corporation that serve as assets in the company; when employees are of bad quality, the company's results suffer. Human resources must continue to develop their skills proactively within the organization in order for it to compete. Companies currently require human resources that can develop continuously, are able and willing to help the company in whatever condition it is in, so that the company's trust in its employees is increased by

increasing the ability and commitment of the employees themselves, then all employees who served at PT. Phase Delta Control, numbering approximately 440 people, must perform well.

PT. Phase Delta Control operates in the service provider sector, offering integrated support services in telecommunications, media, and technology. The company continues to grow the Indonesian telecommunications and information services sector by offering our customers high-quality equipment, services, and applications. To develop PT. Phase Delta Control, all personnel and connected elements must have strong career development and work dedication, as well as appropriate expertise to support the implementation of assigned duties in order to meet the company's stated objectives. Companies must, however, consider the compensation that will be provided to employees, which must be commensurate with the task performed. Employee performance is the result of their achievements during a specific time period. During that period, the outcomes of the employee's performance throughout the year may be seen in carrying out the tasks assigned by the company in accordance with the rules. This is done so that personnel may carry out their tasks professionally and generate high-quality results. A performance assessment conducted by the company can be used to improve the work of all employees so that they can perform their duties more effectively in the future. This performance assessment allows you to compare the work results achieved with the company's standards. When an employee's results exceed the company's criteria, it indicates that the person's performance is good and that the employee is capable of doing all tasks very well and on time. The performance assessment carried out at PT. Phase Delta Control, which includes responsibility, punctuality, quality of work, attendance, quantity, and teamwork.

Decreased performance can be caused by various things, including: Companies do not prioritize career growth because when a person does high-quality work, the organization must be able to position that individual in a field that matches their potential. Aside from that, lower performance can be caused by the company's salary not being commensurate

with the outcomes achieved by the individual, and the final element that can cause performance to decline is work dedication. When employees are not appreciated by their employers, they will be less committed to their jobs. Low levels of performance include arriving late to work and failing to complete tasks in accordance with the obligations assigned to employees. As a result, organizations must continue to pay attention to each employee's demands in order to retain their loyalty. profession development is the process of strengthening employees' work abilities in order to encourage increased performance and allow them to pursue their desired profession. With this career growth, it is hoped that employees will be able to provide positive feedback to the organization, as good employee performance allows the company to fulfill its goals. was decided upon at the start.

Compensation is one of the aspects that influence the quality of an employee's performance. Because when the compensation offered by the company is based on the results of the employee's labor, the employee will feel appreciated by the firm, allowing the company's goals to be met. Each company's remuneration varies; some pay salaries or wages, while others provide employee benefits such as health insurance and bonuses. The company's salary will serve as a motivator for each employee, encouraging them to compete for higher performance. According to the initial pre-survey at PT. Phase Delta Control Surabaya regarding compensation, the compensation given by the company to employees is not in line with the employee's expectations, which can cause employee performance to decline due to the company's lack of appreciation for employees, whether in the form of cash compensation or employee welfare.

Methods

This type of research is quantitative research which aims to find answers to various questions in this research based on actual conditions so that a prevailing picture is obtained in relation to the influence of career development at PT. Surabaya Delta Phase.

Results and Discussion

Hypothesis Test Results

Hypothesis testing was used in this study to prove the validity of the hypothesis that the variables of creativity, job motivation, and work environment influence employee performance. In this study, multiple regression analysis is used to evaluate the hypothesis.

Coefficient of Determination Test Results

The coefficient of determination is used to calculate the percentage change in the dependent variable caused by changes in the independent variables combined.

Table Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the
1	.47	.3	.28,8	1.2
a. Predictors: (Constant), Compensation, Career Development				
b. Dependent Variable: Employee performance				

Source: Primary data processed by researchers in 2024.

Table above shows that the coefficient of determination is 0.288. This finding indicates that the independent variables, namely, career growth, salary, and job commitment, explain 28.8% of the employee performance variable, with the remaining 71.2% explained by variables outside of this study.

Simultaneous Significance Test Results (F Test)

The F test is used to test the significant level of influence of the independent variables together on the dependent variable.

Table of F Test Results.

ANOVA					
Model	Sum of Squares	d	Mean Square	F	Si
1 Regression	42.84	3	17.54	11.448	.000 ^b
Residual	101.7	5	1.442		
Total	144.55	5			
a. Dependent Variable: Employee performance					
b. Predictors: (Constant), Work Commitment, Compensation, Career Development					

Source: Primary data processed by researchers in 2024.

The table shows that the Fcount value is 11.448 with a significance level of 0.000. In this study, when the Fcount > Ftable value, the independent variable influences the dependent

variable at the same time, which is $F_{table} = (k;n-k) = (3;55-3) = (3;57) = 2.74$. The value of F_{count} is more than F_{table} ($11.448 > 2.74$) and the significance level is less than 0.04 ($0.000 < 0.04$). As a result, we may conclude that career growth, salary, and job dedication all have an impact on employee performance.

Discussion

The Impact of Career Development on Employee Performance

In this situation, the first hypothesis is accepted. Career development is a guideline for increasing employee performance in an organization. Employees with strong skills will be able to fill roles that match their competencies as a result of this career advancement. Because when an employee is responsible in carrying out his duties and is able to produce work of high quality, the leadership will be able to entrust the employee to occupy a position that is appropriate for his abilities, which will influence his performance thus far, which is improving in completing the work assigned to him.

The second indicator, "employees have good relationships with superiors or coworkers in supporting career development," has the lowest average. Employee relations at PT. Phase Delta Control Surabaya, both colleagues and superiors, should be able to support and help each other when they encounter difficulties in completing work. Because strong ties with all aspects of the firm can help career growth and hence improve performance. This study is consistent with the findings of Purnama et al., 2019, who argue that career development has a positive and significant effect on employee performance because it allows employees to fill positions at a level that is appropriate for their skills and interests. way that the career development process affects employee performance.

The Impact of Compensation on Employee Performance

In this scenario, we accept the second hypothesis. Compensation is a useful tool for enhancing employee performance because it is a reward given to employees for their work

accomplishments. When the compensation provided by the company to employees meets their expectations, it has an impact on improving employee performance because employees feel appreciated for the work they do for the company, both financially and otherwise. So that employees are motivated to continue working hard for the company. The highest average is in the third indicator regarding "the company protects its employees by providing occupational health and safety insurance for its employees" meaning PT. Phase Delta Control Surabaya has provided comfort for its employees while working for the company by providing health insurance coverage for employees when undesirable things happen while working for the company.

Conclusion

Career development has a positive and significant effect on employee performance, which means that as career development improves, so does employee performance. Because employees who are capable of handling all difficulties in the firm will have a positive impact on their career development because they have excellent skills, which can increase employee performance. Compensation has a positive and significant impact on employee performance, which means that when the firm's compensation meets expectations, employees will be able to work very hard to fulfill company goals, thereby enhancing employee performance. Work commitment has a positive and significant effect on employee performance, which means that when employees are trusted by the leadership to complete their work well, they have a strong commitment to continue doing their best for the company, even if the company is in bad shape, but they remain loyal to them. firm and will be able to boost staff performance.

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