

The Role Of Human Resource Quality In Career Development

Nashrullah¹

Institut Transportasi dan Logistik Trisakti (ITL trisakti)

Ika Utami Yulihapsari²

Institut Transportasi dan Logistik Trisakti (ITL trisakti)

Correspondence : Nashrullah (irul033029@gmail.com)

Abstract

High-quality staff resources will result in a strong dedication to doing regular duties in accordance with their individual roles and functions in a more efficient, effective, and productive manner. As a result, efforts to increase the quality of human resources might focus on these two areas. Thus, human resource management plays an increasingly essential role in all personnel activities in order to build dependable human resources capable of contributing to the growth and advancement of government organizations. This study seeks to examine the impact of career advancement, work relationships, and work motivation on employee job satisfaction. The data was collected by distributing a questionnaire to around 225 respondents. The population and sample for this study were textile workers in Sumedang, and the analytic technique was SPSS software. This study discovered that career growth, work connections, and work motivation all had an impact on employee job satisfaction.

Keywords : Career Development, Employee Job Satisfaction, Human Resources

Introduction

Currently, changes and increased rivalry among firms have prompted organizations to undertake efforts that concentrate on variables that give happiness for their staff resources, which will have an impact on performance improvement. Various initiatives have been undertaken to increase the quality of human resources as the first step toward enhancing employee job productivity. High-quality human resources will assist the company (Setiawan, 2021). Efforts to enhance the quality of staff resources are vital and must be carried out in a planned, focused, and sustained way in order to promote competency and professionalism. The goal of enhancing human resource quality is to increase workers' operational performance while carrying out their tasks (Setiawan, 2022).

Furthermore, the high quality of personnel resources will result in a strong dedication to complete everyday duties in accordance with their particular roles and functions in a more efficient, effective, and productive manner (Setiawan, 2023). As a result, efforts to increase human resource quality may focus on these two areas (Setiawan, 2021). As a result, human resource management is becoming more vital in all personnel activities in order to develop trustworthy and competent people resources contribute to the growth and advancement of government organizations (Setiawan, 2023). The organization can improve the quality of employee resources by fostering positive relationships between individuals and the organization, as well as providing guarantees of a good career path for employees, which will create a sense of joy and happiness for them (Setiawan, 2022). Efforts to improve workers' commitment to the company and motivate them to attain corporate objectives.

Career development is an attempt to motivate people to perform better. Career success and failure affect an individual's self-concept, identity, and fulfillment. Individual happiness inside a company is linked to one's career. Someone who feels secure in their employment will be satisfied and take their work seriously. Career growth is achieved via the learning process while working (Setiawan, 2022). When workers are happy with the job they get, it motivates them to enhance the quality of their work in order to achieve excellent work performance and develop their work skills, allowing them to select their career path and gain a position in the business.

Work relations play a significant part in an organization's operational operations. To develop a favorable work environment, it is vital to establish positive working connections so that individual and organizational work performance or accomplishments may be maximized. Working connections that exist between sections or persons inside an organization, as well as interactions between the organization and individuals. The organization and workers respect each other's rights and duties, resulting in a positive working relationship (Setiawan, 2022). Organizations must be able to foster positive working connections, otherwise employees will be less motivated to boost their productivity (Yusuf et al., 2022).

Literature Rievew

Professional development

Career development involves studying while working to manage personal and professional growth. Career development is a process that is closely tied to individual and organizational objectives in order to gain experience from a worker's position or tasks. (setiawam, 2019). Careers are created with the goal of making workers happy with the firm. According to Edhie Budie Setiawam (2022), a career may be defined as a collection of roles held by a person. Work motivation and employee job satisfaction are critical for every firm since they are the primary influences on work efficiency and activities. Job satisfaction is an employee's personal sentiments that are impacted by views about their job that are established while working; they get the best outcomes and recognition from a positive work environment (Setiawan, 2022).

Method

This study uses a quantitative technique. This study seeks to examine the impact of career advancement, work relationships, and work motivation on employee job satisfaction. The data was collected by distributing a questionnaire to around 225 respondents. The population and sample in this study are office personnel scattered over Indonesia, and the analytic technique is using SPSS software.

Results and Discussion

Results

a. The coefficient of determination test

The coefficient of determination test determines if the dependent variable can be explained by the independent variable. The table below shows the results of the coefficient of determination test:

Table 1: Coefficient of Determination Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.571 ^a	.595	.775	2.032
a. Predictors: (Constant), Career Development, Work Relations and Work Motivation				

Source: Data processed by researchers using SPSS 2024.

Table 1: Coefficient of Determination Based on the data above, the coefficient of determination (R Square) is 0.775, which equals 77.5%. This chart indicates that the variables Career Development, Work Relations, and Work Motivation have a 77.5% effect on the Employee Job Satisfaction variable Y. Meanwhile, the remaining $100\% - 77.5\% = 22.5\%$ is impacted by factors not included in this regression equation or that have not been explored.

Discussion

Career Development Affects Employee Job Satisfaction

The study's findings indicate that career advancement impacts employee work satisfaction. This may be understood as developing excellent working connections will affect their moods and emotions and, without realizing it, will stimulate an employee's initiative to be more engaged at work, resulting in improved career growth (Sukandi, 2021). If an employee is assured a better career, they will be happy and work hard to retain it (Setiawan, 2023). The idea is to provide workers opportunity to advance their careers. It is envisaged that this would improve workers' passion for increasing the quality of their work and provide optimum job satisfaction.

Conclusion

According to the findings of the study data analysis and discussions, career growth, work connections, and work motivation all have an impact on employee job satisfaction. Employees that are satisfied at work will be more motivated to produce high-quality work and continue to improve it in order to enhance their careers and the business. In future study, we want to incorporate additional factors that have not been investigated in this research.

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