

What is the Role of Career Planning on Employee Performance

Resty Ismawanti (resty.ismawanti@usbypkp.ac.id)
Universitas Sangga Buana YPKP Bandung

Abstract

Generally speaking, every business strives to raise worker productivity. The first step in advancing one's career is choosing a chosen path. Careful career planning is necessary to attain this development and the ability to handle obstacles properly. The purpose of this study is to assess how career planning affects PT Biofarma Area Bandung employees' performance. The 38 employees of the PT Biofarma Area Bandung Office make up the sample in this study, which uses multiple linear analysis as its methodology. The study's findings indicate that self-assurance and career planning together have a big impact on workers' output. Nevertheless, career planning had no discernible impact on worker performance at PT Biofarma Area Bandung when examined in isolation. It is therefore recommended that leaders at PT Biofarma Area Bandung give careful consideration to career planning elements, as this variable has a significant effect on worker performance. Goals of the company or organization can be met, and employee performance can be raised in this method.

Keywords: Employee Performance, Career Planning

Introduction

High-caliber and competent human resources are currently highly valued by businesses, particularly in the age of globalization. To be competitive and meet upcoming difficulties, business organizations need to be ready to grow and change. Because they are organizers, actors, and factors in accomplishing organizational goals, human resources—especially employees—play a proactive and significant part in all organizational activities. As a state-owned enterprise that supplies power to individuals and businesses, PT Biofarma has drawn criticism for both the caliber of its services and the efficiency of its organizational operations. As a result, raising the caliber and efficacy of work is essential. The secret to an organization's existence and growth is its capacity to function properly.

It is crucial that each employee have a comprehensive career plan in order to reach these objectives. Effective career planning will support career success by assisting in identifying a path towards career goals that is consistent with personal expectations. Each employee must receive career development tailored to their unique abilities and skills in order to accomplish career development.

The quality and amount of work produced has an impact on performance, which is determined by factors such as motivation and job completion capability. Performance is influenced by individual factors, labor effort, and organizational support. The purpose of this study is to ascertain how self-efficacy and career planning affect worker performance.

However, Komariyah (2022) studied the effects of self-assurance and career advancement on worker performance at PT. Bina Administration Investama. The purpose of this study is to determine whether career growth affects worker performance. Many linear regression was used to analyze the data. The study's findings demonstrate that career progression significantly affects worker performance.

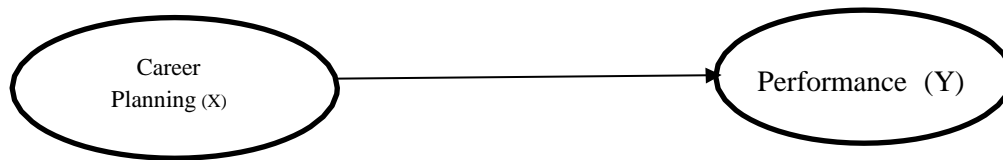


Figure 1 Research Framework

Methods

This study makes use of associative research, which is defined as research that searches for patterns of relationships or patterns of influence between variables on a single object in order to determine the relationship between dependent and independent variables. Location of the research: PT Biofarma Area Bandung. The study's participants comprised PT. Biofarma Area Bandung employees. With a proportional sampling technique, 62 people made up the research sample. Questionnaires, observations, and interviews were used as data gathering methods. To determine the relationship between the independent and dependent variables, use multiple regression analysis.

Results and Discussion

Simultaneous Test (F)

Table 1 F Test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	160.468	2	64.280	16.483	.000 ^a
	Residual	182.664	42	4.466		
	Total	362.244	44			

Table processed in 2024

Testing the regression model across the board yielded an estimated F value of 16,483 with a significance level of 0.000. The significance value (0.000) obtained by applying a significance limit of 0.04 is less than 0.04. The hypothesis that the self-confidence and career planning variables together have a considerable influence on employee performance is deemed acceptable according to the positive coefficient direction.

This indicates that the F test findings demonstrate the significance of the regression model as a whole and that the variables of career planning and self-confidence together have a significant impact on employee performance at PT. Biofarma Area Bandung. In the context of this research, this outcome supports the premise that these two variables influence employee performance simultaneously.

Partial Test

Table 2 partial test

		Unstandardize d Coefficients		Standardize d Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(constant)	14.432	3.266		4.611	.000
	career planning	0.18	0.116	0.264	1.636	0.018
	Confidence	0.326	0.126	0.443	2.443	0.014

Table processed in 2023

The following are the outcomes of the t test computation for each variable:

1. Variable for Career Planning: $T \text{ count} = 1.636$ $T \text{ table} (df=42,0.04) = 1.6620$ $T \text{ table} (df=42,0.04) = 1.6620$ is more than $T \text{ count} = 1.636$. PT BiofarmaArea Bandung employee performance is not significantly impacted by the Career Planning variable, as the null hypothesis (H_0) is rejected. This demonstrates that, in the opinion of the workforce, career planning is not the primary element impacting the attainment of high performance within the organization.

2. The variable for self-confidence is $T \text{ count} = 2.443$. This value is greater than $T \text{ table} (df = 42,0.04) = 1.6620$. As a result, the null hypothesis (H_0) is accepted, indicating that employee performance at PT BiofarmaArea Manado is positively and significantly impacted by self-confidence. These findings suggest that boosting employee performance is significantly influenced by one's degree of self-confidence.

Accordingly, in the setting of this study, self-confidence had a greater influence on employee performance than career planning, which is consistent with other findings that indicate that only self-confidence has a favorable impact on performance.

Discussion

Overall, the test findings indicate that self-confidence and career planning have a substantial impact on employee performance at PT. Biofarma Bandung Area at the same time. When compared to career preparation, self-confidence is the variable that matters most in this situation. This is due to the fact that individuals with higher levels of self-confidence are more likely to strive harder to overcome obstacles in their path and to feel more confident in their capacity to reach their goals.

However, the career planning variable (X_1) does not significantly affect employee performance at PT. Biofarma Area Bandung when examined separately. These findings show that, in the opinions of the staff, planning

A successful career does not guarantee excellent performance within the organization. The research by Komariyah (2022) found that career planning improves employee performance; this finding contradicts that conclusion.

In the meantime, the associated hypothesis can be supported since the Self-Confidence variable (X_2) in this study has a positive and significant influence on staff performance at PT. BiofarmaArea Bandung. These outcomes align with the research findings of Komariyah (2022), which also found that employee performance is positively impacted by self-confidence. Overall, the study's findings reveal that, while career planning isn't thought to be the primary element affecting workers' performance at PT. Biofarma Area Bandung, self-confidence is thought to be more important in raising worker performance

Conclusion

The research findings allow for the following deductions to be made:

1. At PT BiofarmaArea Bandung, self-confidence and career planning have a positive and significant impact on worker performance. This implies that workers who possess a high degree of self-confidence and have mature career planning typically perform better.

2. At PT BiofarmaArea Bandung, career planning partially has no discernible impact on worker performance. As a result, it is not possible to accept the theory that career planning at PT Biofarma Area Bandung influences employee performance in part.

3. In the context of PT BiofarmaArea Bandung, this research satisfies the criteria as a measuring instrument for career planning and self-confidence variables as factors that influence employee performance variables.

This conclusion shows that while partial career planning has not been shown to have a substantial influence, extra emphasis needs to be paid to the Self-Confidence portion in order to improve employee performance within the firm. At PT BiofarmaArea Bandung, this research may serve as a foundation for creating HRM practices that are more successful.

References

- Ali, Z., Mahmood, B., & Mehreen, A. (2019). Linking succession planning to employee performance: The mediating roles of career development and performance appraisal. *Australian Journal of Career Development*, 28(2), 112-121.
- Arif, M. (2019). The Effect of Managerial Competencies, Compensation and Career Planning Toward Employee Performance Through Job Satisfaction at PT. Bank BTPN Tbk Mikro Banking Division (MUR) Pekanbaru Branch. *Journal of management info*, 6(1), 17-21.
- Arifin, A. H., Raza, H., Saputra, J., & Puteh, A. (2020). The influence of recruitment and career development towards employee performance: A mediating role of competence. *Journal of Talent Development and Excellence*, 12(1), 1040-1055.
- Febrianti, N. T., & SE, S. (2020). The effect of career development and motivation on employee performance through job satisfaction in Pt Jabar Jaya Perkasa. *International Journal of Business and Social Science Research*, 1(2).
- Hamsinah, H. (2023). The Role of Electronic Human Resource Management (E-HRM) and Career Planning on the Performance of Bank Employees in South Tangerang. *International Journal of Artificial Intelligence Research*, 6(1.1).
- Ismawanti, R. (2021). Dampak Manajemen Perubahan Lingkungan Kerja Masa Pandemi Covid-19 Terhadap Pegawai PT Telkom Indonesia Tbk Divreg 3 Jawa Barat. *Kebijakan: Jurnal Ilmu Administrasi*, 12(1), 57-62.
- Ismawanti, R. (2021). Penguatan Manajemen Komunikasi Organisasi dalam Mengoptimalkan Motivasi Kinerja Pegawai Pt. Telkom Indonesia Tbk. Divreg 3 Jawa Barat. *Linimasa: Jurnal Ilmu Komunikasi*, 4(1), 72-80.
- Katharina, L. P. P., & Dewi, A. A. S. K. (2020). The Effect of Career Development on Employee Performance Through Work Satisfaction as a Variable of Mediation. *International Journal of Business, Economics and Law*, 22(1), 1-7.
- Muriithi, J. G., & Charles, M. (2023). Career Planning Programs and Employees' Performance in Milling Industries in Kenya. A Case Of Unga Group Limited. *International Journal of Social Science and Humanities Research (IJSSHR) ISSN 2959-7056 (o); 2959-7048 (p)*, 1(1), 633-647.
- Nasution, F. N., Mariatin, E., & Zahreni, S. (2018). The influence of career development and organizational culture on employee performance. *International Journal of Scientific Research and Management*, 6(01), 57-65.
- Rizanuddin, H. (2020). Influences of Career Planning, Leadership and Organizational Culture towards Employee Work Effectiveness. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 3(3), 1791-1799.
- Salleh, A. M. M., Omar, K., Aburumman, O. J., Mat, N. H. N., & Almhairat, M. A. (2020). The impact of career planning and career satisfaction on employee's turnover intention. *Entrepreneurship and Sustainability Issues*, 8(1), 218.
- Tabiu, A., Pangil, F., & Othman, S. Z. (2020). Does training, job autonomy and career planning predict employees' adaptive performance?. *Global Business Review*, 21(3), 713-724.
- Valls, V., González-Romá, V., Hernandez, A., & Rocabert, E. (2020). Proactive personality and early employment outcomes: The mediating role of career planning and the moderator role of core self-evaluations. *Journal of Vocational Behavior*, 119, 103424.
- Wau, J. (2021). The Effect Of Career Development, Work Motivation, And Job Satisfaction On Employee Performance. *Jurnal Aplikasi Bisnis dan Manajemen (JABM)*, 7(2), 262-262.