

THE EFFECT OF CAREER DEVELOPMENT, TRAINING, AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. LAMTORO BLANG MANE MEDAN

Desi Rahmawati¹, Dosri Ompusunggu², Tuty Nainggolan³, Richard Berlien⁴

^{1,2,3} Universitas Prima Indonesia

⁴Sekolah Tinggi Akuntansi dan Manajemen Indonesia

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E-mail:

desirahmawati939@gmail.com,
dosriompusunggu18@gmail.com,
tutynainggolan@unprimdn.ac.id,
richardberlien@gmail.com

ABSTRACT

The purpose of this study is to determine the impact of career development, training and motivation on employee performance at PT. Lamtoro Blang Mane Medan. The population of this study consisted of 187 individuals, while the sample included 57 employees who work in outsourcing. The procedure used in this research is a quantitative approach. This research uses a type of survey by distributing questionnaires to respondents. Data testing was carried out using the classical assumption test and multiple linear regression. The results of this study indicate that partially, career development has no effect on employees at PT. Lamtoro Blang Mane Medan. But in some cases training has a significant impact on employee performance. Besides that, partially, motivation has a significant impact on employee performance. Simultaneously, career development, training, and motivation have a significant effect on employee performance at PT. Lamtoro Blang Mane Medan.

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1. INTRODUCTION

High employee performance is required in a corporate environment for business development. The success of the company is influenced by various factors including human resources. Factors such as career development, training and motivation can influence HR performance. Career development has an existence in the future that depends on the quality and performance of human resources, therefore organizations must provide planned and sustainable career planning and development to employees. According to field observations directly at PT. Lamtoro Blang Mane Medan, the phenomenon obtained is that there is a phenomenon that the position development presented to employees is not very adequate. This has an impact on the lack of motivation of employees to improve their performance. Training is an important step to improve the ability of employees to work in accordance with the tasks carried out. based on simple observations at PT. Lamtoro Blang Mane Medan, there are very few training programs provided by the company, so that employees are unable to achieve better performance. Motivation intends to increase the enthusiasm of worker activities so that they act hard and provide skills to achieve the goals of an organization. However, based on simple observations at PT. Lamtoro Blang Mane Medan, there is a phenomenon that some employees do not have work motivation and are incompetent. This disrupts the company's activities and has an impact on incompatibility in completing tasks.

2. METHODS

Influence Theory

According to Massie, Tewel, and Sendow (2015), providing training to employees can increase productivity and motivation. Training is defined as a process that increases the knowledge and abilities of employees. This involves efforts to improve employees' talents or skills in carrying out certain jobs or activities. Employee performance and work motivation will be supported through the training. In addition, training is also beneficial in improving the soft skills of Millennial Auditors, such as having a strong work ethic to reduce workplace conflicts, as well as their hard skills, such as not being underestimated by seniors or superiors (Reza, Rofiaty, and Djazuli, 2018). Training indicators according to Sofyandi (2008). 1) The content of the training upgrading program concerns relevance, and is appropriate for the needs of training

upgrading. 2) Training techniques, namely whether they are appropriate to the topic and whether the participants' preferred learning styles are taken into account. 3) Duration of training, which refers to the length of time needed to convey the content to be learned, as well as the speed at which the material is delivered. 4) Training facilities, Concerning the choice of training location, the type of training available, and the quality of the facilities, including the food provided.

Ridwansyah, Sadalia Isfenti, and Absah Yeni (2018) explain that motivation is an encouragement for members in an organization to utilize their abilities to complete tasks related to their obligations. Motivation influences individuals in determining the extent to which they are involved in tasks and activities that will achieve goals that they find satisfactory. Employees have a strong desire to participate and contribute to the organization by completing the work they are responsible for, and they will do so as long as it provides comfort and satisfaction for them (Shella, 2018) according to Sagir and Siswanto (2005), indicators The content of the training program concerns relevance, and match the interests of training.

Every individual in the workplace has a desire to develop their career. If someone can show good performance, they will have opportunities to advance their career within the company. With effective career planning, one can formulate a strategy to achieve certain steps in their career development. According to Wirotomo and Pasaribu (2007), job development is a system that shows an increase in the status of a person in a construction similar to the work rules that have been formalized. In a business context, career development refers to the progress of individuals in achieving their career goals and the increase in responsibility corresponding to the higher levels of the organization. Career development indicators according to Rivai (2009). 1) Performance function, Exposure, Network function. forbearance, steadfastness to institute, Guide and patron, Universal experience.

This study technique uses a quantitative approach, because the data used is data in the form of values/numbers. In this study, SPSS software was used as a tool to analyze test results, such as the classical assumption test and multiple linear regression. Research Hypothesis:

H1: Career Development Affects Employee Performance at PT. Lamtoro Blang Mane Medan

H2: Training affects the ability of employees at PT. Lamtoro Blang Mane Medan

H3: motivation affects the capacity of workers at PT. Lamtoro Blang Mane Medan

H4: Career development, training and motivation have an effect on PT.Lamtoro Blang Mane Medan.

Data collection can be done through primary sources as well as secondary sources. Primary sources refer to data sources obtained directly by researchers, such as questionnaires and interviews. Meanwhile, secondary sources are data generated from warnings, novels, and company data

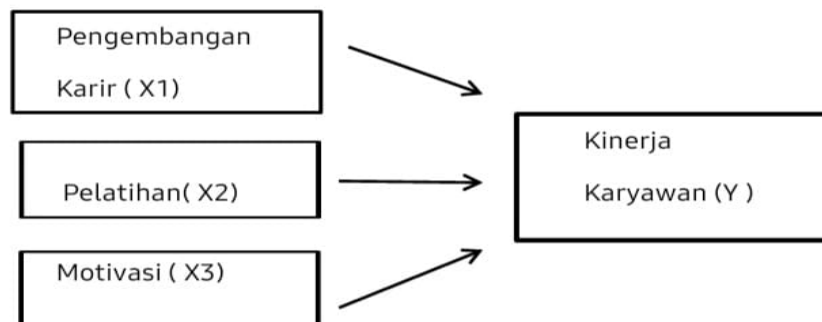


Figure 1: Conceptual framework

3. RESULTS AND DISCUSSION

Normality test

The normality test is used to test whether the independent variables in a regression model are normally distributed.

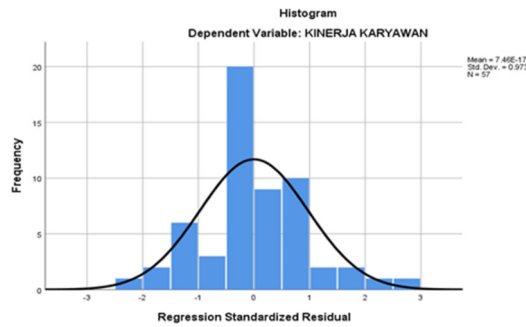


Figure 2: Normality Test with Histogramm Graph

Based on graph 1, it can be seen that the results of the histogram shape show that the data shows a symmetrical (U) pattern so that this data is normally distributed.

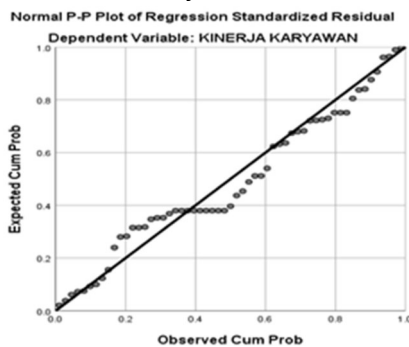


Figure 3: Normality Test with P-P Plot Graph

Signs According to the illustration from Figure 2, it concludes that the data is spread throughout near the diagonal line. This concludes that the data is normal. To statistically test normality, the One Sample Kolmogorov-Smirnov test is performed in the following figure.

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.90746830
Most Extreme Differences	Absolute	.115
	Positive	.115
	Negative	-.100
Test Statistic		.115
Asymp. Sig. (2-tailed)		.058 ^c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Figure 4: Kolmogorov-Smirnov Normality test results

From the figure, the Asymp.sig.(2-tailed) value is 0.058 because the significance is $0.058 > 0.05$, it is concluded that the residuals of the model follow a normal distribution. According to research results at PT. Lamtoro Blang Mane, found that career development has no impact on employee performance. The research results show that the T-count of career development is 0.122, while the T-table point is 2.007. In this case, the T-count which is smaller than the T-table number ($0.122 < 2.007$) indicates acceptance of the null hypothesis (H_0) and rejection of the alternative hypothesis (H_a). In this way, it can be concluded that career development has no significant effect on the performance of employees at PT. Lamtoro Blang Mane based on the results of this study. According to research results at PT. Lamtoro Blang Mane, found that training has an impact on employee performance. The research results show that the training T-count is 2.376, while the T-table is 2.007. In this case, the T-count value which is greater than the T-table price ($2.376 > 2.007$) indicates rejection (H_0) and acceptance (H_a). That way, it can be concluded that the training has an impact on PT. Lamtoro Blang Mane based on the results of this study. This finding is in line with previous research by Reza, Rofiaty, and Djazuli (2018), Abraham Kaengke, Benhardl, and Yantje Uhing

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(2018), Julianry, Syarif, and Affandi (2017). They also concluded that training has an impact on employee performance. The results of this test indicate that effective job training can develop their knowledge, skills, abilities, competencies and behavior. According to research results at PT. Lamtoro Blang Mane, found that motivation has an impact on employee performance. The research results show that the T-count of motivation is 2.692, while the T-table is 2.007. In this case, the T-count number which is greater than the T-table number (2.692 > 2.007) indicates rejection (Ho) and acceptance (Ha). Thus it can be concluded that motivation has an impact on PT. Lamtoro Blang Mane based on the results of this study. This finding is in line with previous research by Ridwansyah Sadalia Isfenti, and Absah Yeni (2018), Karmita Suparta and Prianti, (2015), Muchtar (2016). They also concluded that training has an impact on employee performance. An effective understanding of work motivation is the key to increasing their productivity.

4. CONCLUSION

Career Development has no partial effect on the performance of employees of PT. Blang Mane Medan. Training has a partial effect on the performance of employees of PT. Blang Mane Medan. Motivation has a partial effect on the performance of employees of PT. Blang Mane Medan. Career Development, Training, and Motivation simultaneously affect the performance of employees of PT. Blang Mane Medan.

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