

THE INFLUENCE OF COMPETENCE, WORK PLACEMENT AND CAREER DEVELOPMENT ON THE PERFORMANCE OF CIVIL SERVANTS AT THE DEPARTMENT OF INDUSTRY AND TRADE MALUKU PROVINCE

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ABSTRACT

This study aims to determine the effect of competence, job placement and career development on the performance of Civil Servants at the Office of Industry and Trade of Maluku Province. Methods This research uses survey research methods and explanatory research types. The population in this study were 80 employees of the Maluku Province Industry and Trade Office, and the sample used in this study were 48 civil servants. Data collection techniques using a questionnaire. The data analysis method used is multiple linear regression analysis with SPSS v 26 (2023). The results of the study show that partially competence has a significant effect on performance, partially work placement has a significant effect on performance, partially career development has no significant effect on performance. For further research it is suggested to be able to study other variables that can affect performance.

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1. INTRODUCTION

The quality of the human resources of an organization can be seen from the performance of its employees. Good performance is a step to achieve the goals of an organization. According to Mankunegara (2017) cited by Siahaan and Bahri (2019), Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Maximum organizational performance can be achieved if it has competent human resources, the right placement of employees and the right career development program.

The Maluku Province Industry and Trade Office as one of the pillars of development in Maluku, is required to work optimally in providing community services for the advancement of industry and trade in Maluku. In order to expedite the tasks of government and industrial and trade development, currently the Maluku Province Industry and Trade Service and the UPTD are only supported by 48 Civil Servants (PNS) and 32 Honorary Workers who are spread across various fields in the Service and UPTD. In carrying out operational tasks, the Office of Industry and Trade actually requires a lot of manpower. However, in reality there is a shortage of civil servants, so that recruitment of honorary staff is carried out to assist civil servants in carrying out their duties. And most of the honorary workers recruited do not go through a competency selection process so that not all honorary workers have the knowledge and skills needed in their jobs to achieve organizational goals. The placement of honorary workers does not match educational background with their work. The same phenomenon also occurs in civil servants, namely that not all available civil servants are productive, and the placement of civil servants in fields/UPTD is not based on the competence of civil servants. This is because the positions assigned to most civil servants are not adjusted to the educational background of civil servants. In line with the above phenomenon, career development at the Maluku Provincial Office of Industry and Trade also does not take into account the rank and competence of civil servants. When promoting a position,

Previously it has been studied by previous researchers regarding the influence of competence, placement and career development of employees on performance. Previous research by Mulyani and

Saputri (2019) states that competence, job placement and career development partially and simultaneously have a positive and significant effect on employee performance. This is supported by research conducted by Manullang, Puspa and Wardhini (2020); Devi and Nasution's research (2021) shows that there is a significant effect of competency and work placement on employee performance. Meanwhile, Syahputra and Tanjung's research (2020) states that competence and career development partially each have a significant effect on performance.

However, there are research results that are different from the studies above, namely Andika Pramukti's research (2019) which states: competence has a positive and insignificant effect on performance, career development has a negative and insignificant effect on employee performance. Lussy's research (2018) states that placement has no significant effect on performance, but competence has a significant effect on performance. This is supported by Hardi and Heliyani's research (2021) which also found that placement has no significant effect on employee performance, although there are career development variables that partially affect employee performance. Study Siti Aidah, Sri Langgeng Ratnasari (2020) states that career development partially has a negative and insignificant effect on performance. The same thing was also found by research Nuriyah, Qomariah, and Setyowati (2022) stated that career development has a negative and insignificant effect on performance.

Based on the description of the differences in research results and the phenomena that occur in the Maluku Provincial Office of Industry and Trade as explained above, I as the author feel interested in conducting research on the influence of competence, job placement and career development on the performance of Civil Servants at the Office of Industry and Trade Maluku Province Trade.

2. METHOD

This research is a type of quantitative research. The population in this study were 80 employees of the Maluku Province Industry and Trade Office, and the sample was 48 Civil Servants of the Maluku Province Industry and Trade Service with more than 5 years of service. The sampling technique used was purposive sampling method. The type of research used is explanatory research. Methods of data analysis using Multiple Linear Regression Analysis

3. RESULT AND DISCUSSION

Multiple Linear Regression Analysis

The method of data analysis using multiple linear regression was carried out to prove the relationship between the independent variables and the dependent variable, namely the influence of Competence (X1), Work Placement (X2) and Career Development (X3) on the Performance of Civil Servants at the Office of Industry and Trade of Maluku Province. as for the results of multiple linear regression as follows:

Table 1. Recapitulation of Multiple Linear Regression Analysis

Free Variables	Unstandardized Coefficients (β)	tcount	Probability (Sig.)	Information
Competency (X1)	0.430	2,702	0.010	Significant
Work Placement (X2)	0.342	2.152	0.037	Significant
Career Development (X3)	0.174	1,284	0.206	Not significant
Constant	3,160			
Qtable	2015			

Source: Primary Data Processed (2023)

Based on the test results in the table above, the regression equation is obtained:

$$Y = 3.160 + 0.430X1 + 0.342X2 + 0.174X3 + e$$

From these equations can be explained as follows:

- A** : A constant number with a value of 3,160 indicating magnitude the value of the variable Y as the dependent variable if the independent variables (X1, X2, and X3) are considered 0, which means that if it is not influenced by competence, job placement and career development, the level of employee performance is 3,160

- β1 : The regression coefficient of the competence variable (X1) with a value of 0.430 means that every time there is an increase of 1 unit of the X1 variable it tends to increase the Y variable by 0.430 assuming other independent variables (X2 and X3) the magnitude is constant.
- β2 : The regression coefficient of the work placement variable (X2) with a value of 0.342 means that every time there is an increase of 1 unit of the X2 variable tends to increase the Y variable by 0.342 assuming the other independent variables (X1 and X3) is a constant magnitude.
- β3 : The regression coefficient of the career development variable (X3) with a value of 0.174 means that every time there is an increase of 1 unit of the X variable tends to increase the Y variable by 0.174 assuming other independent variables (X1 and X3) the magnitude is constant.

Hypothesis test

Hypothesis testing is done to prove the hypothesis of the research that has been done. This test includes the t test and the determinant coefficient.

t test

Testing through the t test was carried out to determine the effect of the independent variable partially on the dependent variable. The following is a table showing the results of the t test and the magnitude of the t table at a significance of 5% or $\alpha = 0.05$

Table 2. Hypothesis Testing Results

	hypothesis	Mark	Status
H1	There is an influence of competence on the performance of Civil Servants at the Office of Industry and Trade of the Province of Maluku.	t = 2.702 t table = 2.015 Sig = 0.010	Ho was rejected and Ha was accepted (H1 accepted)
H2	There is an effect of placement on the performance of Civil Servants at the Maluku Province Industry and Trade Office.	t = 2.152 t table = 2.015 Sig = 0.037	Ho was rejected and Ha was accepted (H2 accepted)
H3	There is an influence of career development on the performance of Civil Servants Ministry of Industry and Trade of Maluku Province.	t = 1.284 t table = 2.015 Sig = 0.206	Ho is accepted and Ha is rejected (H3 rejected)

Source: SPSS Processed Data v.26 (2023)

The test results for each variable are explained as follows:

1. Competency (X1)

Based on the results of multiple linear regression analysis, the value of t is found count for variable X1 = 2.702, and at t table with $k = 3$, $n = 48$ and $df = 44$ the value is 2.015. So that $2.702 > 2.015$ or $t \text{ value count} > t \text{ table}$ with a significant value of 0.010 ($0.010 < 0.05$). Thus according to the results of the t test implies an analysis that shows H1 is accepted. These results show that partially the competency variable has a significant effect on the performance of Civil Servants at the Department of Industry and Trade of Maluku Province.

2. Work Placement (X2)

Based on the results of multiple linear regression analysis, the value of t count for variable X2 = 2.152, and at t table with $k = 3$, $n = 48$ and $df = 44$ the value is 2.015. So that $2.152 > 2.015$ or $t \text{ value count} > t \text{ table}$ with a significant value of 0.037 ($0.037 < 0.05$). Thus the results of the t test, implies an analysis that shows H2 is accepted. These results prove that partially the work placement variable has a significant effect on the performance of Civil Servants at the Department of Industry and Trade of Maluku Province.

3. Career Development (X3)

Based on the results of multiple linear regression analysis, the value of t count for variable X3 = 1.284, and at t table with $k = 3$, $n = 48$ and $df = 44$ the value is 2.015. So that $1.284 < 2.015$ or $t \text{ value count} < t \text{ table}$ with a significant value of 0.206 ($0.206 > 0.05$). Thus the results of the t test contain the meaning of the analysis, namely H3 is rejected. These results prove that partially career

development has no significant effect on the performance of Civil Servants at the Department of Industry and Trade of Maluku Province.

Based on the results of multiple linear regression tests, it is known that partially the competency and work placement variables each have a significant effect on the performance of civil servants, while the career development variable has no effect on the performance of civil servants. Furthermore, the independent variable that is more dominant in influencing the performance of civil servants is the competency variable (X1) because it has a regression coefficient value and a partial correlation coefficient value ortcount the largest among the three independent variables, namely the value of the regression coefficient = 0.430 and the value of tcount= 2,702. So that it can be said that competence has a dominant and significant influence on civil servants at the Maluku Province Industry and Trade Office.

Determinant Coefficient

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable. The test results are as follows:

Table 3. Results of Analysis of the Coefficient of Determination (R^2)

ModelSummary ²					
Model	R	RSquare	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	0.853	0.727	0.708	1.91832	2,202

Based on the results of the regression test in this study, it is known that the coefficient of determination (R^2) = 0.853 which shows that the performance 85.3% of civil servants at the Maluku Province Industry and Trade Service can be explained by competency and work placement variables, and 14.7% explained by other variables not analyzed in this study.

DISCUSSION

The Effect of Competence on Performance

The results of the study regarding the influence of competence on the performance of Civil Servants at the Office of Industry and Trade of Maluku Province based on the results of hypothesis testing obtained the value of tcount= 2702 and value ttable= 2.015, so the value of tcount> ttablewith a significant value of 0.010 (0.010 <0.05). So it can be seen that partially competence has a significant effect on the performance of Civil Servants at the Office of Industry and Trade of Maluku Province. Decryptively, respondents' responses to all indicators of competency variables stated that they agreed with a total mean of 4.26.

Based on the respondents' responses to the competency variable, indicators in the work environment there is mutual respect, respondents responded with the highest mean value. So that it can be explained that with mutual respect between employees in the work environment, good cooperation can be established between colleagues as a work team. Thus it can be seen that to achieve maximum work results at the Maluku Province Industry and Trade Service, it does not only require employee knowledge and expertise, but social competence or good employee attitudes also have an important role in the success of a job. This is in line with the opinion of Edison, Anwar and Komariyah (2017) who define competence as an individual's ability to carry out a job properly and have advantages based on matters relating to knowledge, skills and attitudes. Barbazete (2005) explains a set of competencies referred to as a competency model and is a collection of behaviors that are supported by underlying knowledge, skills, and attitudes related to certain roles or job responsibilities (Priansa, 2021).

The Effect of Work Placement on Performance

The results of the study regarding the effect of work placement on the performance of Civil Servants at the Maluku Province Industry and Trade Service based on the results of hypothesis testing obtained the value of tcount= 2.152 and value ttable= 2.015, so the value of tcount> ttablewith a significant value of 0.0037 (0.037 <0.05). So it can be seen that partially work placement has a significant effect on the performance of Civil Servants at the Office of Industry and Trade of Maluku Province. Descriptively, respondents' responses to all indicators of work placement variables agreed with a mean value of 4.14.

Based on respondents' responses to the job placement variable, there are two statements that obtain a high mean value, namely: work placement is adjusted to educational background and employees who

have high positions must be experienced in their fields. So it can be explained that work placement that is in accordance with the level of education or competence possessed makes it easier for employees to master the job, so it is easier to work with colleagues in the team. And if a high position, in this case in a leadership position, is occupied by an experienced employee in the field of work he is in, it will make it easier for the employee to lead the employee under him to complete the job.

Thus it can be said that the right work placement can produce good employee performance. This is in line with the opinion of Mathis and Jackson (2001) cited by Priansa (2021) stating that placement is placing an employee in the right job position, how well an employee fits his job will affect the amount and quality of work he carries out. Furthermore Priansa (2021) adds that the placement of employees is not just placing, but must match and compare the qualifications of employees with the needs and requirements of a particular position, so that "the right man in the right place" is achieved.

The Effect of Career Development on Performance

The results of research on the effect of career development on the performance of Civil Servants at the Office of Industry and Trade of Maluku Province based on the results of hypothesis testing obtained the value of $t_{count} = 1284$ and value $t_{table} = 2.015$, then the value of $t_{count} < t_{table}$ with a significant value of 0.206 ($0.206 > 0.05$). So it can be seen that partially career development has no significant effect on the performance of Civil Servants at the Department of Industry and Trade of Maluku Province. Descriptively, respondents' responses to all career development variable indicators agreed with a mean value of 4.24.

Based on the respondents' responses, there are two statements that obtain the highest mean value, namely: employees have open opportunities to continue their education and employees are given the convenience of participating in training to support work. This can be explained as follows: although employees are given the opportunity to upgrade their education to a higher level and the convenience of participating in appropriate training according to their position, this does not affect the cooperative relationship between co-workers that has been established as a work team and the performance of civil servants is fixed (no up or down), because as ASN employees must fulfill their performance in performance appraisal.

Thus it can be said that the career development policy implemented by the Maluku Provincial Office of Industry and Trade has no contribution to the performance of civil servants who still have dedication and loyalty. The results of this study support the results of previous studies, including: Noviyanti Rianti Putri and Sri Langgeng Ratnasari (2019); Amarrige Cahyawati Setiyaningrum (2019); Andika Pramukti (2019); Siti Aidah, Sri Langgeng Ratnasari (2020); Fathur Rozy (2021); Sinta Nuriyah, Nurul Qomariah, Trias Setyowati (2022) who stated that career development has no significant effect on performance.

4. CONCLUSION

The conclusions from the results of this study are, competence has a significant effect on performance Civil Servants of the Department of Industry and Trade of Maluku Province. This means that the higher the competency of Civil Servants at the Maluku Province Industry and Trade Office, the higher the performance produced. Work placement has a significant effect on performance Civil Servants of the Department of Industry and Trade of Maluku Province. This means that the better the work placement is done, the higher the performance of Civil Servants at the Office of Industry and Trade of Maluku Province. Career development has no significant effect on performance Civil Servants of the Department of Industry and Trade of Maluku Province. Thus the better the career development system implemented by the Maluku Provincial Office of Industry and Trade does not contribute to improving employee performance. Competency variables have the most dominant influence on performance Civil Servants of the Department of Industry and Trade of Maluku Province.

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