



Effect Of Career Development, Motivation And Self Efficacy On Employee Performance At Pt. Pln Palopo Branch

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ABSTRACT

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Human resources as an important part of the sustainability of a company need to get the right portion in the process of running the company. Human capital supported by a good career development process, high motivation and convincing self-efficacy will have good implications for the company. This study aims to determine and analyze the influence of career development, motivation and self-efficacy on employee performance. This research was conducted on employees of PT. PLN Palopo Branch by distributing questionnaires as a data collection method. With a total sample of 77 respondents. The results of the study partially show that career development has a significant effect on performance. Likewise, motivation and self-efficacy have a significant effect on employee performance at PT. PLN Palopo Branch.

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1. Introduction

The need for competent resources is needed by companies or institutions engaged in services and other fields. Human resources are one of the most important assets for the company. The success and success of a company in achieving the vision and mission that has been set can be obtained from human resources who have good competence and performance. Human resources with good performance will be very profitable for the company. Performance is the result of a person's work from the various processes he has done [1]. Employee performance is influenced by many factors including career development, motivation and self-efficacy [2].

To support performance, every employee is expected to be able to develop himself through career development. Career development is all forms of activities and activities carried out by employees to support their performance in a company [3]. Employees who expect to have a brilliant and brilliant career in a company must have high enthusiasm for work.

In addition to career development, motivation can also drive performance. Motivation can increase employee's emotional. Motivation can lead to an optimistic and unyielding attitude [4]. Besides career development and motivation, self-efficacy can also improve performance. Self-efficacy is someone who has confidence in himself that he can complete the given task.

Several previous studies [5] show that career development has a significant effect on performance. However, contrary to [6] revealed that career development has a negative and insignificant effect on employee performance. [7] motivation as an independent variable has a significant influence on employee performance. contrary to [8] motivation has no significant effect on performance. [9] self-efficacy has a positive and significant effect on performance. Contrary to [10] that self-efficacy has no significant effect on performance.

Based on the phenomenon from the description, the author intends to examine the effect of career development, motivation and self-efficacy on employee performance at PT. PLN Palopo Branch.



Literature review career development, Career development is a series of activities carried out by a person to improve his work abilities [11]. [12] career development is the process of carrying out activities in planning and achieving future careers. [13] the important thing to do in achieving personal goals as well as company goals is to develop a career. Indicators to measure motivation as stated [14]; [3] namely work performance, organizational policies, mentors and sponsors, education, loyalty to the organization, and human relations.

Motivation, [15] motivation is one of several things that need to be considered. Motivation can be said as a condition that can make someone do something very maximally [16]; [17]. [18] defines motivation as a step or effort the company takes to increase the desire of employees to work optimally. Indicators to measure motivation as stated [8] are for achievement, affiliation or building communication and power.

Self Efficacy, self efficacy is a person's effort to assess himself whether or not he can do the given task [19]. [20]; [21]; [22] self-efficacy refers to a person's thoughts about his abilities. Indicators in measuring self-efficacy as revealed [23] past performance, experiences of others, persuasion verbs and one's physical condition.

Employee Performance, [24] said performance as an illustration of the level of achievement in the implementation of an activity. [25] performance is a measure of the achievement of the desired work results. [26]; [27]; [28] performance as a measure in measuring success. Indicators in measuring self-efficacy as revealed [1] are effectiveness and efficiency, orientation and responsibility, discipline, and initiative.

2. Methods

The approach used in this research is a quantitative method. By using multiple regression analysis techniques. This research was conducted on employees of PT. PLN Palopo Branch. Where the number of samples used in this research are 77 respondents. Methods of data collection is done by distributing questionnaires to employees of PT. PLN Palopo Branch.

3. Research Results and Discussion

3.1 Research result

a. Validity test

TABLE 1
Validity Test Results

Variable	No. Question Items	r Table	r Count	Information
Career development	1	0.224	0.431	Valid
	2	0.224	0.539	Valid
	3	0.224	0.594	Valid
	4	0.224	0.450	Valid
	5	0.224	0.667	Valid
Motivation	1	0.224	0.669	Valid
	2	0.224	0.593	Valid
	3	0.224	0.633	Valid
Self Efficacy	1	0.224	0.620	Valid
	2	0.224	0.473	Valid
	3	0.224	0.441	Valid
	4	0.224	0.641	Valid
Performance	1	0.224	0.678	Valid
	2	0.224	0.451	Valid
	3	0.224	0.606	Valid
	4	0.224	0.493	Valid

Source: primary data processed, 2022

The table above shows the results of the validity test, which can be concluded that all the variables used in this research are valid. This can be proven by the calculated value of r greater than the value of r table.

b. Reliability Test

TABLE 2
Reliability Test Results

Variable	Cronchbach Alpha	Information
Career development	0.793	Reliable
Motivation	0.752	Reliable
Self Efficacy	0.811	Reliable
Performance	0.683	Reliable

Source: primary data processed, 2022

The table above shows the results of the reliability test which can be concluded that all the variables used in this research are reliable. This can be proven by the Cronchbach Alpha value for each variable that is above 0.6.

3.2 Classic assumption test
a. Normality test

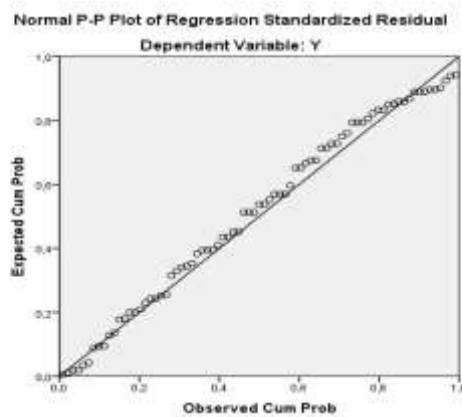


Figure 1. Normality Test

The picture above is a data normality test. The data is said to be normally distributed if the data distribution is along the diagonal line. So it can be concluded that the data in this study is normally distributed because the data points are along the diagonal line.

b. Multicollinearity Test

TABLE 3
Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
Career development	0.965	1.046
Motivation	0.923	1.083
Self Efficacy	0.951	1.051

Source: primary data processed, 2022

The multicollinearity test can be seen by looking at the tolerance value and the VIF value. It is said to be free from multicollinearity symptoms if the tolerance value is above 0.5 and the VIF value is below 10. So it can be concluded that based on statistical calculations, each independent variable in this study is free from multicollinearity symptoms.

c. Heteroscedasticity Test

TABLE 4
Heteroscedasticity Test Results

		Career development	Motivation	Self Efficacy	Unstandardized Residual	
Spearman's rho	Career development	Correlation	1,000	,171	,109	,027
		Sig. (2-tailed)	.	,136	,348	,813
		N	77	77	77	77



Motivation	Correlation Coefficient	,171	1,000	,206	,067
	Sig. (2-tailed)	,136	.	,073	,562
	N	77	77	77	77
Self Efficacy	Correlation Coefficient	,109	,206	1,000	0.016
	Sig. (2-tailed)	,348	,073	.	,891
	N	77	77	77	77
Unstandardized Residual	Correlation Coefficient	,027	,067	0.016	1,000
	Sig. (2-tailed)	,813	,562	,891	.
	N	77	77	77	77

Source: primary data processed, 2022

Heteroscedasticity test using Spearman's rho method requires that the value of sig (2-tailed) must be above 0.05 to be free of symptoms of heteroscedasticity. In the table above, it can be seen that the sig (2-tailed) value for each variable has a value above 0.05 so it can be concluded that in this study it was free from heteroscedasticity symptoms.

3.3 Multiple Regression Analysis

a. Test the coefficient of determination

TABLE 5

Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,488 ^a	,239	,207	,920

Source: primary data processed, 2022

The test results of the table above show that the R value is 0.488 or the equivalent of 48.8%. it means that the variables of career development, motivation and self-efficacy contribute to the performance of employees at PT. PLN Palopo Branch of 48.8% and the rest is influenced by other variables that are not included or examined in this study.

b. Multiple regression test

TABLE 6

MULTIPLE REGRESSION TEST RESULTS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,159	3,584		3,951	,000
	Career development	,198	0.080	,259	2,481	0.015
	Motivation	,332	,139	,253	2,382	0.020
	Self Efficacy	,236	,114	,216	2.062	,043

Source: primary data processed, 2022

The table of multiple regression test results above provides results for testing each variable in the study. From the results above, it is known that each variable has a significance value below 0.05, which means that each variable has a significant effect on the performance of employees at PT. PLN Palopo Branch. And then in the table above also obtained the equation in the form of $Y = 14.159 + 0.198X_1 + 0.332X_2 + 0.236$, with the following explanation:

1. The constant value of 14,159 means that without the influence of the existing independent variables, the performance of the employees of PT. PLN Palopo Branch still has a performance of 14,159.
2. Career development with a coefficient value of 0.198 and a significance value of 0.015, it means that career development has a positive and significant effect on the performance of employees of PT. PLN Palopo Branch. This means that if career development increases by 1 unit, it will increase performance by 0.198.
3. Motivation with a coefficient value of 0.332 and a significance value of 0.020, it means that motivation has a positive and significant effect on the performance of employees of PT. PLN Palopo Branch. This means that if motivation increases by 1 unit, it will increase performance by 0.332.

4. Self Efficacy with a coefficient value of 0.236 and a significance value of 0.043, it means that Self Efficacy has a positive and significant effect on the performance of employees of PT. PLN Palopo Branch. This means that if Self Efficacy increases by 1 unit, it will increase performance by 0.236.

c. Simultaneous Hypothesis Testing (F Test)

TABLE 7
HYPOTHESIS TEST RESULTS F

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19,369	3	6,456	7,627	,000 ^b
	Residual	61,800	73	,847		
	Total	81,169	76			

Source: primary data processed, 2022

The table above provides information that simultaneously career development, motivation and self-efficacy variables have a significant influence with a significance value of 0.000.

3.4 Discussion

a. The Effect of Career Development on Employee Performance at PT. PLN Palopo Branch

The results of the regression analysis that have been carried out show that Career Development (X1) has a significant influence with a positive direction on employee performance at PT. PLN Palopo Branch. These results indicate that employees at PT. PLN Palopo Branch has the will to develop its potential. This research is in line with [29]; [14] which states that career development has a significant effect on performance. Research [5] also reveals the same thing, that career development has a significant effect on performance. However, this study contradicts [6] in his research which revealed that career development has a negative and insignificant effect on employee performance.

b. The Effect of Motivation on Employee Performance At PT. PLN Palopo Branch

The results of the regression analysis that have been carried out show that motivation (X2) has a significant influence with a positive direction of influence on employee performance at PT. PLN Palopo Branch. These results indicate that employees at PT. PLN Palopo Branch has a high motivation to work so that it can improve its performance. In line with [7]; [30]; [31] whose research examines employee performance includes the motivation variable as an independent variable and reveals the results that motivation has a significant influence on employee performance. This study contradicts [8] which reveals that motivation has no significant effect on performance.

c. The Effect of Self Efficacy on Employee Performance at PT. PLN Palopo Branch

The results of the regression analysis that have been carried out show that self efficacy (X3) has a significant influence with a positive direction of influence on employee performance at PT. PLN Palopo Branch. These results indicate that employees at PT. PLN Palopo Branch has great confidence in completing the assigned tasks and responsibilities. This research is in line with [9]; (Handayani, 2008) ; [23]; [33]; [34] that self-efficacy has a positive and significant effect on performance. This study is contrary to [10] which reveals that self-efficacy has no significant effect on performance.

4. Conclusion

Based on the results of the above discussion, the following conclusions can be drawn Career development has a significant effect with a positive direction on employee performance at PT. PLN Palopo Branch. Motivation has a significant effect with a positive direction on employee performance at PT. PLN Palopo Branch. Self efficacy has a significant effect with a positive direction on employee performance at PT. PLN Palopo Branch.

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