The Effect of Training, Competence, and Career Development on Employee Performance at NataKisah PT. Dua Bintang Muda Cemerlang

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Abstract

The aim of this research is to ascertain and analyze training, competence, and career development have an effect on employee performance. The objects used in this study were 35 employees of NataKisah PT. Dua Bintang Muda Cemerlang. This study used primary data supported by data collection techniques through questionnaires. The author uses a quantitative research method with a technique from the sample using a Likert scale. To analyze the study using validity tests, reliability tests, classical assumption tests, F tests, t tests, and from the analysis of the tests used, the processing used SPSS 24. This study produced data showing that the results of the t test of training and competence partially had a significant effect on employee performance, while career development had a significant negative effect on employee performance. For the results of the F test, the F count result was 71.414, which was greater than Ftable, which was 2.90 with a significance value of 0.000 <0.05. This means that training, competence, and career development have a simultaneous effect on employee performance.

Keywords: Training, Competence, Career Development, Employee Performance

Introduction

Every employee working for a company is now increasingly feeling the tight competition in the world of work. Every employee is competing with each other to always give the best in the company. Every company must want superior and competent human resources, because one of the most important aspects that can advance a company is through the performance of its resources. Human resources do not solely move by themselves, of course, good management is needed to organize a group of employees in the company. From the manager's position, human resource management is a set of policies and actions needed to carry out the resource aspect itself (Samsuni, 2017) in (Zarkasi et al., 2023) Human resource management is a company's activity in processing its resources in general from all aspects,

human resource management is very helpful for companies in organizing employees according to the duties, principal, and functions they occupy in the company.

Each employee must have a different level of performance,in the position of the company must be able to develop employee performance to be even more perfect to complete all the work given. The aim is to make the company's output more optimal; thus, an increase in employee performance levels will greatly benefit the achievement of company goals. The results of employee performance that has been supported by the company will look more mature and ready to face changes in the globalization cycle in every era in the future, it can be seen from how they do their job, their responsibilities, and the quality and efficiency they feel.

One aspect that affects employee performance is the training provided by the company. In general, training is an activity carried out to hone personal abilities n order to achieve maximum work results. As in (Gustiana et al., 2022), according to him training is the process of employees gaining additional skills needed in doing their jobs, where the training is able to provide knowledge along with practice in doing work in the company so that productivity increases until goals are achieved. So, not a few companies hold training for their employees because training can create more knowledge and serve as a strengthening of the company. Every human being must have different abilities, and this is familiarly referred to as competence. Employees in the company must have competence to complete their work. Competence is an advantage and ability to do something according to what can be done.

Employees are not only supported by their training and competence, both of these must also be supported by career development for the future. Career development is a process that is passed to further increase knowledge and experience that is prepared for a better world of work. As in (Supriatna et al., 2023) according to him, career development is a series of activities that show attitudes and relate to one's knowledge to then become a provision for sustainable work activities in the future.

NataKisah PT Dua Bintang Muda Cemerlang is a company engaged in wedding organizer and the research location is at Ruko Landmark Kayoon, J1. Kayoon No.38 No.40, Embong Kaliasin, Genteng, Surabaya, East Java, 60271, Genteng District, Embong Kaliasin Village, RW 5, RT 2, City. When viewed from the current competition in the world of wedding organizers, it is necessary to gradually develop the company by improving the quality of human resources owned through the training provided and the competencies possessed by each employee and supported by long-term career development. The author has searched for data regarding the target achievement of events carried out during the last 6 months as follows:

Table 1. 1 Achievement Target of NataKisah PT. Dua Bintang Muda Cemerlang in January-October 2024

No.	Month	Event Target	Realization	Presentation
1.	January	4 *event*	3 *event*	75%
2.	February	4 *event*	4 event	100%
3.	March	2 *event*	0 *event*	0%
4.	April	8 *event*	5 *event*	62,5%
5.	May	4 *event*	2 *event*	50%
6.	June	4 *event*	4 *event*	100%
7.	July	2 *event*	1 *event*	50%
8.	August	2 *event*	1 *event*	50%
9.	September	8 *event*	6 *event*	75%
10.	October	4 *event*	1 *event*	25%

Source: Natakisah HRD section PT. Dua Bintang Muda Cemerlang

The table shows that the realization of events that have been carried out has not met the specified event target and each month has not experienced a significant increase in targets. According to the results of the data survey provided, this insignificant level of realization makes its productivity look decreased and is due to the lack of quality of employee performance.

Literature Review

Human Resource Management

The process of acquiring, developing, choosing, and managing human resources to achieve the highest possible objectives in both personal and organizational contexts (Novitasari et al., 2021. A field that processes and regulates how a person can work effectively and efficiently to maximize the attainment of business objectives, so as to achieve the common targets of employees, companies, and society (Hidayat & Anwar, 2023).

Training

The method used to be able to develop skills and potential in each employee, (Suryani et al., 2023). Besides the current educational system, education encompasses the learning process aimed at acquiring and improving skills through fast and effective methods (Ramansyah, 2022).

Competence

A mixture of aspects that include tasks, skills, attitudes to finish many tasks and jobs asigned from company to employees (Pramono & Prahiawan, 2021). The ability to do a certain job or task and supported by the Work attitude of the demands of the work performed (Muhammad Yuniyanto et al., 2023).
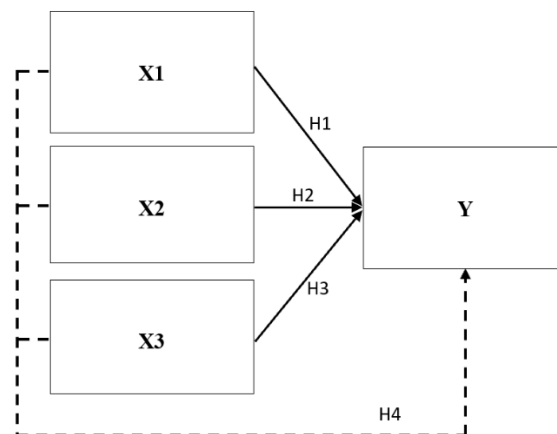
Career Development

Actions undertaken by the company, especially the HR department, in planning and helping, employees to design their future plans so that both the company and its employees can develop optimally, (Yaningsih & Triwahyuni, 2022). Organized and planned efforts that lead to a mutually beneficial connection between the organization and its employees (Solihin, 2021).

Employee Performance

The objectives of the business will rely on the performance of its employees while doing the job (Ananto et al., 2023). Someone who completes responsibilities with the results of their work well (Mangkunegara., 2002) dalam buku (Kinerja Karyawan oleh Silaen et al., 2021).

Framework of Thought

Figure 1. Thinking Framework
Source: Processed by researchers, 2024

Description:

X = Dependent variables training, competence, and career development

Y = Independent variables employee performance

Hypothesis

It is a statement that is compiled and will be tested to prove that the statement is true and false.

H_1 : Training has a partial effect on the performance of NataKisah employees at PT. Dua Bintang Muda Cemerlang.

H_2 : Competence has a partial affects the performance of NataKisah employees at PT. Dua Bintang Muda Cemerlang.

H$_3$: Career development has a partial influence on the performance of NataKisah employees of PT. Dua Bintang Muda Cemerlang.

H$_4$: There is a simultaneous influence on training, competence, and career development on the performance of NataKisah employees of PT. Dua Bintang Muda Cemerlang.

Research Method

A quantitative approach is utilized in this study as the researchers aim to analyze more detailed and extensive data regarding the phenomena occurring among employees in the company. According to Sugiyono in the book Quantitative Research by (Fadilla et al., 2022), quantitative research is defined as a method utilized to investigate particular demographics or samples.

A Likert scale was employed to assess the variables in this study. Djaali (2008) in (Sumartini et al., 2020), said that the Likert scale serves to gauge the opinion of an individual or a group regarding a phenomenon. The author uses Likert scale measurement with a scoring method of numbers one to five. Explanation method as follows:

1	2	3	4	5
STS	TS	N	S	SS

Figure 2. Likert Scale

Description:

Strongly Disagree (STS)

Disagree (TS)

Neutral (N)

Agree (S)

Strongly Agree (SS)

The population used is all employees of NataKisah PT. Dua Bintang Muda Cemerlang, totaling 35 people and the sampling method applied is saturated sampling. As said by Sugiyono in (Amin et al, 2023), he states that saturated sampling is a technique where every individual in the current population serves as a sample. The source of the data used was acquired straight from the research subject by collecting data using the questionnaire method and literature study.

The analysis of data was carried out through multiple linear regression, and it previously included the fulfillment process of validity test and classical assumption test stages. Multiple linear analysis is used as an examination of the effect of independent variables (training, competence, and career development) on the dependent variable (employee

performance). For hypothesis testing employing the F test and t test with criteria, ifthe F test is when Fcount ≥ Ftable, then H0 is rejected H1 is accepted, while when Fcount < Ftable, then HO is accepted. For the t test criteria, when t count ≥ t table then H0 is rejected and H1 isaccepted, whereas when t count < t table then H0 is accepted.

Result and Discussion

Natakisah Organizer before focusing on WO, originated from an EO Dua Bintang Muda Cemerlang (two star entrepreneurs at this time). However, after the pandemic, there began to be requests to organize in the field of weddings, which in the end since then we have borrowed /rented the name of a WO brand called "N2 Wedding Organizer", during the period September 2022 - October 2023, then later in October created a new brand called "Natakisah" to specialize in wedding organizer services.

All 35 employees participated in this study as respondents of NataKisah PT Dua Bintang Muda Cemerlang. The characteristics of respondents categorized by age are 17-20 years old as many as 13 people, 21-24 years old as many as 20 people, and 25-28 years old as many as 2 people. With 13 men and 22 women.

Validity and Reliability Test Result

The validity test result

As shown in the table below:

Table 2. Validity Test Results

Variables	Statement	Coefficient Correlation	Sig	Rtable	Description
Training	X1.1	0,711	0	0,334	Valid
	X1.2	0,749	0	0,334	Valid
	X1.3	0,684	0	0,334	Valid
	X1.4	0,780	0	0,334	Valid
	X1.5	0,819	0	0,334	Valid
Competence	X2.1	0,784	0	0,334	Valid
	X2.2	0,805	0	0,334	Valid
	X2.3	0,846	0	0,334	Valid
	X2.4	0,876	0	0,334	Valid
	X2.5	0,780	0	0,334	Valid
	X2.6	0,881	0	0,334	Valid
Career Development	X3.1	0,779	0	0,334	Valid
	X3.2	0,835	0	0,334	Valid
	X3.3	0,820	0	0,334	Valid
	X3.4	0,763	0	0,334	Valid
	X3.5	0,796	0	0,334	Valid
	X3.6	0,748	0	0,334	Valid
	X3.7	0,862	0	0,334	Valid
	X3.8	0,740	0	0,334	Valid
Employee Performance	Y1.1	0,710	0	0,334	Valid
	Y1.2	0,808	0	0,334	Valid
	Y1.3	0,809	0	0,334	Valid
	Y1.4	0,854	0	0,334	Valid
	Y1.5	0,799	0	0,334	Valid
	Y1.6	0,812	0	0,334	Valid

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 2, it demonstrates that the worth of rcount > rtabel, and at a significance value (Sig <0.05) implies that every variable in this research is valid.

Reliability Test Results

As shown in the table below:

Table 3. Reliability Test Results

Variables	Value *Alpha* Hitung	*Cronbach's* Minimum *Alpha*	Description
Training	0,803	0,6	Reliable
Competence	0,906	0,6	Reliable
Development Career	0,914	0,6	Reliable
Employee Performance	0,883	0,6	Reliable

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 3, it demonstrates that the computed alpha value for the training variable is 0.803, the competency variable is 0.906, the career development variable is 0.914, and the employee performance variable is 0.883. This means that all variables, both independent and dependent, have reliable values because all values are > 0.6.

Normality Test Results

As shown in the table below:

Tabel 4. Normality Test Results

	Pelatihan	Kompetensi	Pengembangan Karir	Kinerja Karyawan
N	35	35	35	35
Missing	0	0	0	0
Mean	20.6	25.5	27.4	23.0
Median	20	25	27	23
Standard deviation	2.44	3.14	2.48	2.95
Minimum	15	15	23	15
Maximum	25	30	36	30
Shapiro-Wilk	0.955	0.899	0.879	0.957

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 4, it demonstrates that the significance value of Saphiro-Wilk exceeds 0.05. This means that the normality test results are normally distributed.

Multicollinearity Test Results

As shown in the table below:

Table 5. Multicollinearity Test Results

Model	Unstandarized Coefficients			Collinearity Statistics	
	B	**T**	**Sig.**	**Tolerance**	**VIF**
(Constant)	1.648	.317	.753		
Training	.369	1.298	.204	.348	2.878
Competence	.219	.952	.349	.321	3.120
Career Development	.296	1.668	.105	.866	1.155

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 5, it demonstrates that the VIF and tolerance results from the values of the training variable (X1) are 0.348 and 2.878. The values of the competency variable (X2) are 0.321 and 3.120. The values of the career development variable (X3) are 0.866 and 1.155. Based on this, one can conclude that multicollinearity is absent since the VIF value < 10.

Heteroscedasticity Test Results

Presented in the following table:

Table 6. Heteroscedasticity Test Results

Variabel	Sig	Conclusion
Training	0,204	Heteroscedasticity Free
Competence	0,349	Heteroscedasticity Free
Career Development	0,105	Heteroscedasticity Free

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 6, this indicates that the Sig> value for every independent variable is 0.05. This shows that the regression model is not affected by heteroscedasticity, and there is no equality in the variance of the residuals of each observation in this study.

Autocorrelation Test Results

Presented in the following table:

Table 7. Autocorrelation Test Results

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.816^a	0,666	0,620	1,823	2,308
a. Predictors: (Constant), Training, Competence, Career Development					
b. Dependent Variable: Employee Performance					

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 7, it shows that the DW value result is 2.308. The DL value is 1.283 and DU is 1.653 which is obtained in the Durbin- Watson table. With the amount of data (n) as many as 35 and the number of dependent variables as many as 3. Means that DU< DW < 4 - DU (1,653< 2,308< 2,347) thenH o is accepted, meaning that there is no autocorrelation.

Multiple Linear Regression Analysis Test Results

As shown in the table below:

Table 8. Multiple Linear Regression Analysis Test Results

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0,748	2,713		0,276	0,785
	Training	0,429	0,134	0,335	3,194	0,003
	Competence	1,310	0,196	1,637	6,688	0,000
	Career Development	-1,108	0,252	-1,109	-4,400	0,000
a. Dependent Variable: Employee Performance						

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 8, it shows that the constant value (a) is 0.748. If the value of all independent variables (X1, X2, X3) is 0, then the value of Employee Performance (Y) will be 0,748. The regression coefficient for Training (X1) is 0.429. This indicates that in the case of a one-unit rise in Training (1), then Employee Performance (Y) will rise by 0.429 units, given that other variables stay unchanged. The regression coefficient for Competence (X2) is 1.310. This means that if there is one unit ncrease in Training (X1), then Employee Performance (Y) will rise by 1.310 units, assuming other variables remain constant. The regression coefficient for Career Development (3) is -1.108. This means that if there is a one

unit increase in Training (X1), then Employee Performance Y) will drop by 1.108 units, assuming other variables stay the same.

Determination Coefficient Test Results

As shown in the table below:

Table 9. Test Results of the Coefficient of Determination

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,814[a]	0,663	0,630	1,777
a. Predictors: (Constant), Training, Competence, Career Development				
b. Dependent Variable: Employee Performance				

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 9, it shows that the Adjusted R Square value is 0.630. This means that the dependent variable, namely training (XI). competence (X2), and çareer development (X3) can elucidate the independent variable, namely employee performance 2 by 63%. The other 37% is accounted for by other variables not included in this study. This indicates that the analysis carried out can explain employee performance,although there are factors outside this study that also affect the dependent variable.

Hypothesis Test Results (t Test)
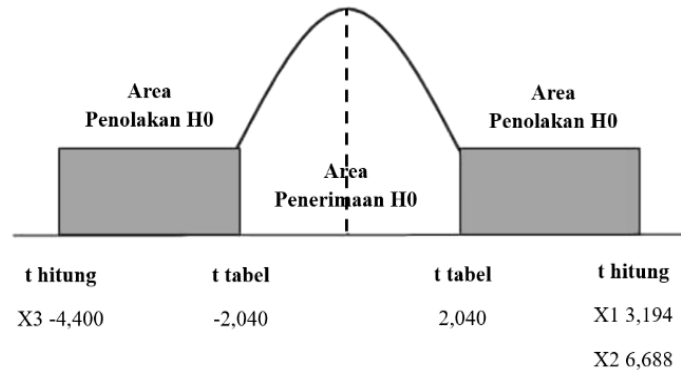
As shown in the table below:

Table 10. T test results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0,748	2,713		-0,276	0,785
	Training	0,429	0,134	0,335	3,194	0,003
	Competence	1,310	0,196	1,637	6,688	0,000
	Career Development	-1,108	0,252	-1,109	-4,400	0,000
a. Dependent Variable: Employee Performance						

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 10, it shows that the value significance on the training variable (X1) is 0.003< 0.05. The tcount value is 3.194> ttable 2.040. So H1 is accepted,

indicating that training significantly affects employee performance. The value significant on the competency variable (X2) is 0.000 <0.05. The tcount value is 6.688> t table 2.040. This means that H2 is accepted, indicating that competence significantly affects employee performance. The significance value regarding the training variable (1) is 0.000 <0.05. The tcount value is -4.400> t table 2.040. Then H3 is accepted, meaning that career development has a significant effect on employee performance.

Figure 3. t Test Result Curve

**Hypothesis Test Results (F Test)**

As shown in the table below:

Tabel 11. Hasil Uji F

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	253,692	3	84,564	71,414	,001[b]
Residual	36,708	31	1,184		
Total	290,400	34			
a. Dependent Variable: Employee Performance					
b. Predictors: (Constant), Training, Competence, Career Development					

Source: Processed by researchers, 2024, SPSS 24

Based on what is listed in table 11, it shows that the Fcount value is 71.414 with a significance value of 0.000. Fhitung 71,414> Ftable 2.90 at a significance level of 0.05. Based on these results, it can be interpreted that the training variable (X1), competence (X2),and career development (X3) simultaneously and significantly affect employee performance (Y).
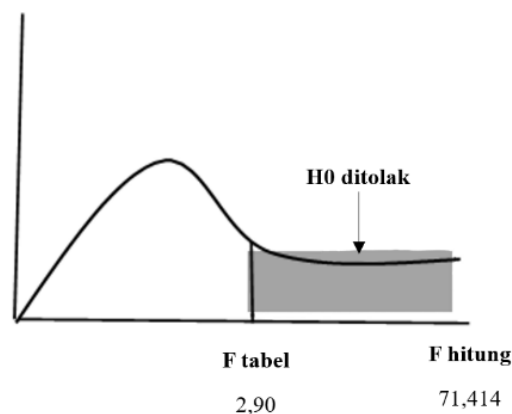
Figure 4. F Test Result Curve

Discussion

The Effect of Training on Employee Performance

The findings based on the conducted t test, the result is t count 3.194 greater than t table 2.040 which shows that HO is dismissed and H1 is approved. This shows that performance is somewhat impacted by the training variable of NataKisah employees of PT Dua Bintang Muda Cemerlang. The results of the t test further demonstrate that the significance level of 0.003 is less than 0.05, suggesting a substantial effect. This study's findings are consistent with the research of Gifari & Pancasasti (2022), Kristiani (2022), and Hutabarat et al., (2023) which state that training has a substantial and partial impact on employee performance.

The Effect of Competence on Employee Performance

The results according to the t test that has been carried out, the result is t count 6.688 greater than t table 2.040 which indicates that H0 is rejected and H2 is accepted. This means that the competency variable partially affects the performance of NataKisah employees of PT Dua Bintang Muda Cemerlang. The t test results also show a significance level of 0.000 less than 0.05 and indicates that it has a big impact. The findings of this investigation mean that it is in line with the research of Gifari & Pancasasti (2022) and Kristiani (2022) which state that competence has a substantial and partial impact on employee performance.

The Effect of Career Development on Employee Performance

The results according to the t test that has been carried out, the result is t count (-4.400) smaller than t table 2.040 which indicates that HO is rejected and H3 is accepted. This means that the career development variable has a partially negative effect on the performance of NataKisah employees of PT Dua Bintang Muda Cemerlang. The t test results also show a significance level of 0.000 smaller than the t table. From 0.05 and means a significant effect. The findings of this investigation are consistent with the findings of Gifari & Pancasasti (2022), Kristiani (2022), Luthfiani et al., (2020), and Hutabarat et al., (2023) which state that career development has a partial and significant effect on employee performance.

The Effect of Training, Competence, and Career Development on Employee Performance

According to the this study, overall it can be said that the more training received by the business, the greater the number of skills by each employee, and the more supported the employee's career development program, the entirety will collectively be capable of improving the performance of NataKisah employees at PT Dua Bintang Muda Cemerlang. The findings of this investigation indicate that it is consistent with the findings of Gifari & Pancasasti (2022), Kristiani (2022), Luthfiani et al., (2020), and Hutabarat et al., (2023) which state hat raining, competence, and career development simultaneously and significantly affect employee performance.

Conclusion

Conclusions can be made based on the findings of the study that was conducted, beginning with the data collection procedure and continuing through the examination of the effect of Training, Competence, and Career Development on the Performance of NataKisah Employees of PT. Dua Bintang Muda Cemerlang. The performance of NataKisah employees at PT. Dua Bintang Muda Cemerlang is partially influenced by competency, and training has a partial impact on that performance. The performance of NataKisah staff at PT Dua Bintang Muda Cemerlang is influenced to some extent by career growth. Career growth, competency, and training all have an impact on NataKisah employees' performance at PT. Dua Bintang Muda Cemerlang. Following the completion of the study, it is intended that the findings will be beneficial when considering how training, competency, and career development affect employee performance. Additionally, it is envisaged that academics will be able to create applications and new insights in the human resources area that address the effects of career growth, competence, and training on employee performance.

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