



Career Development in Military Court

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Abstract

Career development is an employee's point of view that provides an overview of future career paths in the organization and signifies the long-term interests of the organization to employees. In developing employee careers, organizations need to provide good support regarding information, training, and opportunities that will have a positive impact on the organization. This study aims to determine the level of employee career development at the Military Court in Medan Indonesia. The sampling technique was total sampling with a sample size of 76 people. Data collection was done through questionnaires. This study used One-Way ANOVA and cross tabulation. The results of this study concluded that career development in the Military Court is in the high category. Career development of military employees is high and career development in government employees is low. This study can be a guideline for organizations to see the level of employee career development and invest in improving career development.

Keywords: career development, military court, government employees

Introduction

Human resource development is needed to realize organizational and employee goals (Ivancevich, et al., 2007). One of the human resource development in organizations that cannot be ignored is career development (Sari & Sinulingga, 2011). Career development is one of the approaches that organizations can use with the intention of maintaining superior human resources and achieving organizational goals (Kaseger, 2013). Career development is a process in the life of employees that will be able to make employees more mature, more able to utilize their potential so as to achieve a career that suits them (Dessler, 2009). Career development requires proper planning and utilization of good opportunities so that careers can develop as desired (Croley-Henry, 2012).

Career development is an important factor in an organization because it will create an efficient working relationship between employees and the organization (Orpen, 1994), show

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organizational support (Eisenberger et al., 1999), and gain employee confidence in their work relationships (Rhoades & Eisenberger, 2002). There are several things that can influence career development including resignation, loyalty to the organization, experience, job performance, mentors and sponsors, recognition, subordinates who have key roles, and networks (Rivai, 2011).

Based on this background, the formulation of this research problem is to find out how the level of employee career development in the Military Court. And to find out the level of career development of military employees and government employees in the Military Court. This research can also be used as a guide for organizations to see the level of career development and invest in improving career development in the organization.

Literature Review

Weng et al. (2010) argue that career development is a measure of the extent to which an employee perceives that his current organization creates an environment in which employees are able to meet their career-related needs and strengthen these achievements through promotion and compensation.

Career development has three main dimensions, namely progress in career goals, professional ability development, and speed in promotion. Progress in career goals relates to an awareness of the extent to which an employee's current job is relevant and provides opportunities for employees to realize their career goals or objectives. Professional ability development concerns the extent to which the employee's current job allows the employee to acquire new skills and knowledge, improved skills, and experience. Speed in promotion relates to how much the employee perceives the level and possibility of being promoted in the current organization (Weng, 2010).

Career development programs that have been implemented in organizations have a positive impact on improving the skills, insights, knowledge, and behavior of employees in carrying out their duties so that the performance of company employees can increase (Sugiarti, 2022). Research also shows that career development can increase work engagement (Zhou, et al., 2015), and can also affect job satisfaction in the organization (Yu, 2011).

Lack of career development in organizations can be a source of stress for employees (Gibson, et al., 2013), depression (McCleese & Eby, 2006), intention to change jobs (Heilmann, et al., 2008), and also early retirement in employees (Hofstetter & Cohen, 2014). Meanwhile, career development provided by the organization can encourage knowledge sharing activities (Kankanhalli, 2005), increase commitment to the organization (Weng, et al., 2010). Career development is also positively related to retention (Benson, et al., 2004), can increase employee self-efficacy (Hall, et al., 2004), and can also improve leadership (Nelson, et al., 2008), and increase employee freedom of opinion (Weng, et al., 2017). Career development perceived by employees is also able to determine the quality of employees' work life in the organization (Zulkarnain, et al., 2010).

Research Method

The type of research used is quantitative research. This research is a survey research because this research is conducted to obtain a fact or data that exists in the field. This research uses the positivism approach paradigm.

The population of the study were employees who worked at the Military Court in the Medan area. The sampling method in this study was carried out using the total sampling technique. The number of samples of this study was 76 people. The survey was conducted by distributing questionnaires.

The career development scale is measured by modifying the scale developed by Weng (2010), namely progress in career goals, professional ability development, and speed in promotion. Career development scale items are statements consisting of favorable and unfavorable items with five answer choices, namely Strongly Agree (SA), Agree (A), Neutral (N), Disagree (D), and Strongly Disagree (SD) with a score of 1 to 5. The data analysis method used One Way ANOVA and cross tabulation.

Result and Discussion

The score obtained from the scale will show the level of career development which is divided into three parts:

Table 1. Categorization of Career Development Variables

Score Range	Category
$X < (\mu - 1,0 \text{ SD})$	Low
$(\mu - 1,0 \text{ SD}) \leq X < (\mu + 1,0 \text{ SD})$	Midle
$(\mu + 1,0 \text{ SD}) \leq X$	High

Furthermore, the validity test was carried out using the content validity test obtained from the opinion of professionals in the field of the scale (using professional judgment). The validity test was followed by item discriminating power, Confirmatory Factor Test (CFA), and Reliability test. Total items before and after testing were 10 items after validity and reliability tests. Data analysis was conducted with One Way ANOVA and cross tabulation.

Furthermore, to determine the level of career development, the following results are obtained:

Table 2. Career Development Variable Categorization

Formula	Category	Frequensy	Percentage (%)
$X \leq 23$	Low	20	26,3
$23 < X \leq 30$	Midle	8	10,5
$30 < X$	High	48	63,2
Total		76	100

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Based on the table above, it can be concluded that career development in the organization under study is in the high category, as many as 48 people with a percentage of 63.2%. While as many as 20 people with a percentage of 26.3% are in the low category, the remaining 8 people have career development in the medium category with a percentage of 10.5%. It can be concluded that the organization studied is included in the high category of career development.

Furthermore, to find out the level of career development based on the cross tabulation of the status of military employees and government employees.

Table 3. Cross tabulation of Militer Employee and Government Employee with Career Development

Militer Employee/Government Employee * Career Development Crosstabulation

		Career Development			Total	
		High	Midle	low		
ME/GE	ME	Count	43	0	0	43
		% of Total	56.6%	0.0%	0.0%	56.6%
	GE	Count	8	5	20	33
		% of Total	10.5%	6.6%	26.3%	43.4%
Total		Count	51	5	20	76
		% of Total	67.1%	6.6%	26.3%	100.0%

Based on the table above, it can be concluded that all military employees are in high career development of 43 people with a percentage of 56.6%, while government employees are in low career development of 20 people with a percentage of 26.3%, high career development of 8 people with a percentage of 10.5%, and moderate career development of 5 people with a percentage of 6.6%. This shows that the career development of military employees in this organization is high, while the career development of government employees in this organization is low.

Conclusion

This study describes the level of career development in the Medan Regional Military Court in Indonesia. The level of career development is as follows: 63.2% are at a high career development level with a total of 48 subjects, and a low career development level of 26.3%. Employees with military status are all at high career development, while the majority of government employees are at low career development. This condition is expected for organizations to also pay attention to the career development of government employees by improving the career development system for government employees. This research can be used as a guideline for organizations to see the level of career development and invest in improving career development in the organization.

Declaration of conflicting interest

The author hereby declares that there is no conflict of interest concerning the research, writing, or publication of this paper. All information and research findings are presented objectively and are not influenced by any affiliation or personal interest of the author.

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