

The Effect of Career Development and Work Stress on Employee Performance

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Abstract. The purpose of this study is to ascertain how employee performance at the Regional Inspectorate of West Java Province is impacted by career growth and work-related stress. With a sample size of 60 respondents overall, a descriptive and verification approach was employed in this investigation. Questionnaires, interviews, and observations were the methods of data gathering used. techniques for analyzing data that include hypothesis testing, multiple correlation analysis, multiple linear regression analysis, and study of the coefficient of determination. The study's findings suggest that employee performance is significantly impacted by both career growth and work stress. Employee performance is impacted by both job stress and career advancement at the same time by 37.1%. It is known, in part, that career development has a 32.7% impact on worker performance. While at work stress has an effect of 4.4%. The rest is influenced by other variables not examined.

Keywords: Career Development, Work Stress, Employee Performance.

1 Introduction

The importance of internal government control in government administration. Through internal control, it can be measured to what extent a government agency carries out its actions in compliance with its responsibilities and roles, successfully and efficiently, and in line with set plans and policies. Internal monitoring of government administration is a necessity to encourage the realization of good, clean government and support government administration that is free from corruption, collusion and nepotism, as regulated in PER/05/M.PAN/03/2008.

Employee performance is one of the determining factors for the company success in the long run. Therefore, the potential of well-performing human resources determine organizational success. The progress of an agency can be seen from the development and quality of its human resources, (Mangkunegara, 2018). The lower the employee's performance of an agency, the worse the performance of that agency.

Career growth and work stress are just two of the many elements that have an impact on employees' performance. According to (Putro, 2019), career development actually aids workers in assessing their aptitudes and interests so they can be tailored to the demands of human resources in accordance with the expansion and advancement of organizations or corporations. A rise in status within an organization along a professional path chosen by the business or agency is referred to as career development. The existence of career development in agencies makes employees feel appreciated for their work and gives enthusiasm to perform better so that the utilization of human resources will run optimally.

Workplace stress is one of the variables that might affect employee performance, although employee performance does not always rise as these factors decline. Stress at work is a state of tension that results in an imbalance between physical and psychological factors that influence a person's emotions, thought patterns and condition, (Cooper, 2018). The impact that arises when stress is left without serious treatment will make individuals depressed, unmotivated, and frustrated which causes individuals to work not optimally so that their performance will be disrupted. Therefore, an employee's performance will decrease if they encounter high levels of job stress and will rise if they experience low levels of work stress. Employee performance is therefore significantly impacted by work stress.

Drawing from the previously given descriptions of the problems, the problem formulation that can be deduced is as follows: (1) How are employees' career development opportunities in the Inspectorate Province? (2) How are employees' work-related stress levels in the Inspectorate Province? (3) How are employees' performance levels in the Inspectorate Province? (4) How much do career development and work-related stress levels simultaneously and partially affect employees' performance at the Inspectorate Province?.

2 Literature Review

Employee Performance: Employee 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 (Mangkunegara, 2018).

Career Development: Career development is an effort carried out by every employee or organization to spur himself to do optimally in serving and improving abilities/skills in carrying out basic tasks and functions of profit and non-profit organizations and all jobs (Busro, 2018).

Work Stress: Work stress are stressful situations can be caused by both internal and external factors, and everyone who experiences depression experiences these symptoms. (Hamali, 2018)

2.1 Effect of Career Development on Employee Performance

According to (Rivai, 2018) one of the factors that affect employee performance is good career development, career development is an effort made by individuals in improving individual performance achieved to achieve his career, formally and sustainably by focusing on improving and adding to the ability of a worker. So that this career development can provide encouragement to employees in developing careers in their work by increasing knowledge, attitudes and skills so that in the end it will improve their performance. This is reinforced by

previous research conducted by (Nugraha, 2022); (Wahyuni, 2021); (Nasfi, 2020) who stated that career development variables have a positive and significant influence on employee performance.

H1. Career development has a positive and significant affects on employee performance

2.2 Effect of Work Stress on Employee Performance

The influence between work stress and employee performance is strengthened by theory according to (Cooper, 2018) states that work stress is a condition of tension that causes an imbalance in physical and psychological conditions in employees sourced from individuals and organizations so that it affects the physical and psychological of employees. If stress occurs too greatly, performance will begin to decline, because stress interferes with the implementation of work. As a result, employees will become ill, discouraged, quit their jobs or may be laid off. The stronger the work stress experienced, The impact of career development and work stress on employee performance is supported by the outcome that employees have attained from their jobs. previous research proposed by (Fadillah, 2021); (Hasrudy Tanjung & Laila Mawaddah Putri, 2021); (Febriansyah, 2018) in her journal states that work stress affects employee performance.

H2. Work stress affects employee performance

2.3 Effect of Career Development and Work Stress on Employee Performance

One of the factors that affect the success rate of an organization is employee performance. Employee performance results achieved by employees at work activities and responsibilities that have been completed both in quality and quantity. Statements about The impact of career development and job stress on employee performance is supported by several studies including by (Rica Amalinda & Ade Nasution, 2020); (Kembuan, 2018) who stated that career development and work stress affect employee performance.

H3. Career development and work stress affects employee performance

3 Methodology

This research employs a quantitative methodology. The impact of job stress and career development on employee performance is the subject of this study is 150 employees of the Inspectorate of West Java Province and 60 employees were taken as a sample using probability sampling technique. Data collection methods used in this study were interviews and questionnaires. There are two analytical techniques used in this study, namely descriptive analysis and verification analysis with 3 statistical methods namely multiple linear regression analysis, multiple correlation analysis, and analysis of the coefficient of determination.

4 Results

4.1 Validity Test Results

The results of the validity test for all statement items have a value of $r_{count} > r_{table}$ (0.3). Validity test results for the career development variable of 10 question items were all declared valid because the r_{count} was greater than the r_{table} (0.3). Validity test results for the work stress variable of 13 question items were all declared valid because r_{count} was greater than r_{table} (0.3). Validity test results for employee performance variables totaling 11 question items were all declared valid because r_{count} was greater than r_{table} (0.3). Based on the results of the validity test above, it can be seen that all variables in this study can be declared valid, because the value of $r_{count} > 0.3$.

4.2 Reliability Test Results

Reliability test results for career development, work stress and employee performance variables. all three are said to be reliable because they have values above 0.7

4.3 Results of Multiple Linear Regression Analysis

Multiple linear regression analysis is used to determine or predict the effect of the independent variables on the dependent variable.

Table 4.1
Results of Multiple Linear Regression Analysis
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	1.485	.592		2,507	.015
Career development	.700	.133	.558	5,241	.000
Work Stress	-.172	.107	-.171	-1,607	.114

Through the unstandardized coefficients (B) values contained in table 4.1 the regression equation can be formed as follows.

$$Y = 1.485 + 0.700 X_1 - 0.172 X_2$$

The coefficients are found in the equation can be interpreted as follows.

- 1) A positive constant of 1,485 means that if career development (X_1) and work stress (X_2) are when all study participants were equal to zero or at a constant (Y) will increase by 1,485.
- 2) The career development variable (X_1) showed a positive coefficient value of 0.700 that the higher the employee's career development will make the employee's performance increase

The work stress variable (X_2) has a coefficient value with a negative sign of 0.172, meaning that the lower the employee's work stress, the higher the employee's performance

4.4 Multiple Correlation Analysis

Table 4.2
Multiple Correlation Coefficient
Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.609a	.371	.349	.61458

a. Predictors: (Constant), Job Stress, Career Development

b. Dependent Variable: Employee Performance

In table 4.2 it can be seen that the value of the multiple correlation coefficient (R) between career development and work stress simultaneously with employee performance is 0.609. This data shows that there is a high/strong relationship between career development and work stress simultaneously with the performance of the Inspectorate staff of West Java Province.

4.5 Analysis of the Coefficient of Determination

The coefficient of determination (R-Square) is the coefficient used to determine the magnitude of the independent variable's contribution to changes in the dependent variable.

Table 4.3
Simultaneous Determination Coefficient
Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.609a	.371	.349	.61458

a. Predictors: (Constant), Job Stress, Career Development

b. Dependent Variable: Employee Performance

Based on table 4.3 above, it can be seen that career development and work stress simultaneously have an effect of 37.1% on employee performance at the Inspectorate of West Java Province.

4.5 Hypothesis Testing

Table 4.4
ANOVA Table for Simultaneous Testing

ANOVAa

Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	12,721	2	6,360	16,839	.000b
residual	21,530	57	.378		
Total	34,250	59			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Job Stress, Career Development

Based on the processing results as contained in table 4.4, it can be seen that the Fcount value is 16,839 with a significant value close to zero. Then the value of Ftable at a significant level of 10% ($\alpha = 0.1$) and degrees of freedom 2 and 57 is 2.398. Because Fcount (16,839) is greater than Ftable (2,398), then at an error level of 10% it was decided to reject Ho so that Ha was accepted. This means that career development and work stress simultaneously have a significant effect on employee performance at the Inspectorate of West Java Province.

Table 4.5
Summary of testing the effect of career development on employee performance

hypothesis	tcount	Sig	ttable	α	Decision	Information
Ho: b1 = 0	5,241	0.001	1,672	10%	Ho was rejected	Significant

Source: Data from researchers, 2023

tcount value of the effect of career development on employee performance is 5.241 with a significance value of 0.001. Because the tcount (5.241) is greater than ttable (1.672) and the significance value is less than 0.1, then at an error level of 10% it is decided to reject Ho so that Ha is accepted. Thus it can be concluded that career development has a significant effect on employee performance at the Inspectorate of West Java Province.

Table 4.6
Summary of the test of the effect of work ethic on employee performance

hypothesis	tcount	Sig	ttable	α	Decision	Information
Ho: b2 = 0	-1,607	0.000	1,672	10%	Ho accepted	Not significant

Source: Data from researchers, 2023

In table 4.6 it can be seen that the tcount value of the effect of work stress on employee performance is -1.607 with a significance value close to zero. Because the tcount (-1.607) is smaller than ttable (1.672) and the significance value is less than 0.1, then at the 10% error level it is decided to accept Ho so that Ha is rejected. Thus it can be concluded that work stress has no significant effect on the performance of Inspectorate employees of West Java Province.

5 Discussion

5.1 The Effect of Career Development on Employee Performance:

Based on a partial analysis's findings, which demonstrate that career development significantly affects worker performance by 32.7%. When compared to the variable work stress, career development has a larger influence. The outcomes of these investigations may suggest that career development is a factor that influences West Java Province Regional Inspectorate employees' performance.

Career development, which is an endeavor undertaken by an employee to enhance performance in order to attain a formal and sustainable career with an emphasis on enhancing and increasing a worker's ability, is one of the factors that influence employee performance.. according to Veithzal Rival and Sagala (2018: 129) if a person's career goes well, it means that there is an increase which will have an impact on employee performance.

This research is supported by previous research conducted by Dion Alan Nugraha (2022), Nur Wahyuni (2021), and Nasfi et al (2020) which state that career development has a positive and significant effect on employee performance. The better the career development of employees, the better their performance will be.

5.2 Effect of Work Stress on Employee Performance:

Based on the partial analysis's findings, which indicate that employee performance is affected by work stress by 4.4% but not significantly. When comparing work stress to career development variables, the effect size is smaller.

Workplace stress is one of the elements that influences employee performance since it can put strain on a person's physical and mental health. As per Copper's (2018: 97) assertion, work-related stress is a state of tension that generates a physical and psychological imbalance that impacts an individual's emotions, thought patterns, and conditions.

Earlier research provides support for this study by Salma Halida Fadilah's (2021), Hasrudy Tanjung and Laila Mawaddah Putri (2021), and Nila Hotiana Febriansyah (2018) which states that work stress has a negative but not significant effect on employee performance. This indicates that the lower the employee's work stress, the employee's performance will increase, and vice versa if the work stress is high, the employee's performance will decrease.

5.3 The Effect of Career Development and Work Stress on Employee Performance:

According to the analysis's findings, career advancement and workplace stress have an impact on worker performance, but it's not statistically significant by 37.1%. The findings of this study may suggest that factors such as career development and work-related stress impact employees' performance at the Regional Inspectorate of the Province of West Java.

When it comes to human resource management, employee performance is crucial. In this instance, employee work stress and career development are directly correlated with performance. Performance improves with an employee's career development. An employee performs better the less stressed they are at work.

This research is supported by previous research conducted by Rica Amalinda, Ade Nasution (2020) and Gladys C. Kembuan et al (2018) which states that career development and work stress simultaneously have an effect but not significant on employee performance.

6 Conclusion

The aforementioned research's findings support the notion that career development significantly and favorably affects worker performance. This implies that improving career development management will raise employee performance. Employee performance is negatively impacted by work-related stress. This implies that an employee's performance will rise in proportion to their level of work-related stress. Employee performance is also impacted by job stress and career development.

The following recommendations can be made in light of the conclusions drawn from the study's findings: Companies anticipate that in order to improve employee performance, career development programs and stress management will need to be better managed.

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