

The Effect of Self-Efficacy, Career Development and Training on the Performance of Employees at the Jakarta Transportation Office

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Abstract. This study aims to determine the effect of self-efficacy, career development and training on employee performance at the DKI Jakarta Transportation Agency. Explanatory method is of 92 sample respondents. The analysis technique of regression and correlation testing, the results of self-efficacy research for employee performance by 30.3%, Career development effect on employee performance by 37.8%. Furthermore, training on employee performance by 30.4%. Self-efficacy, career and training simultaneously have a significant effect on employee performance by 50.7%.

Keywords: Self-Efficacy, Career Development, Training, Employee Performance.

1 Introduction

Department of Transportation of DKI Jakarta or known as the Directorate General of Transportation (*DISHUB*) of DKI Jakarta is Jakarta Local government agency that engaged in the field of transportation, whether it is land, sea, and air transportation. The provincial transportation office of DKI Jakarta is the implementing element of the local government in land, sea, and air transportation. *DISHUB* was led by a head of service under and responsible to the governor through the district Secretary (*SEKDA*). In carrying out its duties, *DISHUB* coordinates with the development assistant.

Department of Transportation DKI Jakarta determined to become a PMA organization that is consistent with maintaining the quality of its human resources so that all the necessary aspects can support the good performance Hasibuan (2016). To align the vision and mission, the Jakarta Department of Transportation must continue to improve the human Resources Ability so as to realize the objectives of the Organization well. In carrying out its work activities, officers are required to have a good self-efficacy, as it reflects the magnitude of a person's responsibility for the tasks given. This can foster a working passion, work spirit, efficiency, and the effectiveness of employees' work and this will affect the *output* of their work.

In order to improve optimal work ability, a good management of human resources needed, commonly by a training. The training would give the employee an opportunity to improve their skills, ability at work, and to improve their knowledge so that they will be able understand, realize, and master what to do and why to work, what should be done and how to do it. It is

hoped that through the training program that has been implemented in the organization will have a positive impact on improving the skills, insight, knowledge, and behavior of the employees in their duties so that the organization's employees can improve. According to Mangkunegara (2015) "Training (*pelatihan*) is a short educational process that uses organized system procedures, non-managerial employees, technical knowledge and skills for limited purposes". This opinion is also in line with Rivai (2015) as training in this study "A complete process to change organizational goals". Training with expertise and ability to perform tasks ". An increase in the number of employees is given the opportunity for training.

Research Purposes:

- a) In order to know the partial influence between the self-efficacy of the employee's performance in the Jakarta Department of Transportation?.
- b) In order to know the partial influence between career development on the performance of employees at the Office of Transportation DKI Jakarta?.
- c) In order to know the partial influence between training on the performance of employees at the Office of Transportation DKI Jakarta?.
- d) In order to know the simultaneous influence between self-efficacy, career development and training on the performance of employees in the Office of Transportation Jakarta?

2 Library Overview

2.1 Self-Efficacies

According to Bandura in Fred C. Lunenburg (2015:45) explain that self- efficacy is a result of social cognitive processes that imperceptions and expectations as well as decisions on their ability to act in order to obtain maximum results. There are 4 (four) Self efficacy indicators include: 1) Past Performance, 2) Vicarious Experience, 3) Verbal persuasioen, 4) Emotional Cues.

2.2 Career Development

According to Rivai (2015) "career development is an increased process of individual work skills achieved in order to achieve the desired career." The indicators are as follows: 1) Work Ability, 2) *Exposure*, 3) Organizational Loyalty, 4) Mentor and Sponsor, 5) Opportunities to improve their ability.

2.3 Training

According to Veithzal Rivai (2015) training in this study means changes the behavior of employees to achieve organizational goals. Training have a relation with the skills and the ability from the employee to carry out the work". The indicators used in this research include: training materials, training methods, instructor skills, training participants and training evaluations.

2.4 Employee Performance

Mangkunegara (2016) result of work in quality and quantity achieved by an officer in carrying out given to him Employee Performance is the. The indicators used include: 1) quality,

2) quantity, 3) Execution of tasks, 4) Job Responsibilities.

3 Research Methods

The study amounted to 92 employees of the DKI Jakarta Transportation Office..The type associative to find the connectedness with analyzing the data used instrument test with regression and hypothesis test.

5 The Results Of Research

4.1 Descriptive Analysis

Table 1. Descriptive Statistics Analysis Result

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
self-efficacy (X1)	92	37.00	56.00	45.2826	4.21751
career development (X2)	92	38.00	56.00	46.1957	4.00340
Training (X3)	92	37.00	56.00	46.0761	4.10637
Employee's performance (Y)	92	40.00	56.00	47.1196	3.87679
N Valid (listwise)	92				

Self-efficacy shows significant data on company performance, which is shown in the table above that there is a distribution of minimum and maximum scores

4.2 Verificative Analysis

a) Multiple Regression

Table 2. The Result of Multiple Regression Test

Coefficients ^a					
	Model Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	8.980	4.030		2.228	.028
Self-efficacy (X1)	.248	.081	.270	3.058	.003
Career development (X2)	.350	.089	.362	3.941	.000
Training (X3)	.233	.085	.247	2.729	.008

a. Dependent Variable: Employee's Performance(Y)

Based on the result of the test at the table above, it is obtained the regression equation of Y = 8.980 + 0.248X1 + 0.350X2 + 0.233X3. From this equation described as follows:

- A 8.980 constant is meant that self-efficacy and career development do not exist. Thus, there is a value of employees' performance of 8.980 points.
- Self-efficacy regression coefficient of 0.248 for employee's performance.
- Regression coefficient of career development of 0.350 for employee's
- The training regression coefficient of 0.233 for employee's performance

b) Correlation Coefficient

Table 3. The Result of Self-efficacy Correlation Coefficient Test toward Employee's Performance

Correlations^b			
	Self-efficacy (X1)		Employee's Performance (Y)
Self-efficacy (X1)	Pearson Correlation	1	.550**
	Sig. (2-tailed)		.000
Employee's Performance (Y)	Pearson Correlation	.550**	1
	Sig. (2-tailed)	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=92

Table 4. The Result of Correlation Coefficient Test of Career Development toward Employee's Performance

Correlations^b			
	Career Development (X2)		Employee's Performance (Y)
Career Development (X2)	Pearson Correlation	1	.614**
	Sig. (2-tailed)		.000
Employee's Performance (Y)	Pearson Correlation	.614**	1
	Sig. (2-tailed)	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=92

Table 5. The Result of The Training Correlation Coefficient Test toward Employee's Performance

Correlations^b			
	Training (X3)		Employee's Performance (Y)
Training (X3)	Pearson Correlation	1	.552**
	Sig. (2-tailed)		.000
Employee's Performance (Y)	Pearson Correlation	.552**	1
	Sig. (2-tailed)	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=92

Table 6. The Result of Correlation Coefficient Test of Self-efficacy, Career Development, and Training Simultaneously toward Employee's Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712 ^a	.507	.490	2.76864

a. Predictors: (Constant), Training (X3), Self-efficacy (X1), Career Development (X2)

c) Determination Coefficient Analysis

Table 7. The Result of Self-efficacy Determination Coefficient Test toward Employee's Performance.

Model Summary				
Model	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.550 ^a	.303	.295	3.25474

a. Predictors: (Constant), Self-efficacy (X1)

Table 8. The Result of Determination Coefficient Test of Career Development toward Employee's Performance.

Model Summary				
Model	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.614 ^a	.378	.371	3.07550

a. Predictors: (Constant), Career Development (X2)

Table 9. The Result of Training Determination Coefficient Test toward Employee's Performance.

Model Summary				
Model	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.552 ^a	.304	.2973	2.25145

a. Predictors: (Constant), Training (X3)

Table 10. The Result of Determination Coefficient of Self-efficacy, Career Development, and Training toward Employee's Performance.

Model Summary				
Model	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.712 ^a	.507	.4902	1.76864

a. Predictors: (Constant), Training (X3), Self-efficacy (X1), Career Development (X2)

4.3 Hypothetical Testing

a) Partial Hypothesis Test

Table 11. The Result of Self-efficacy Hypothesis toward Employee's Performance.

Coefficients^a						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	24.211	3.679		6.581	.000
	Self-efficacy (X1)	.506	.081	.550	6.254	.000

a. Dependent Variable: Employee's Performance (Y)

Based on the test results at the table above, it is obtained that the value of t count > t table or (6.254 > 1.987), thus the first hypothesis proposed has a significant influence between Self-efficacy and the employee's performance is accepted.

Table 12. The Result of Career Development Hypothesis toward Employee's Performance.

	Coefficients ^a			t	Sig.
	Model Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	19.631	3.734		5.257	.000
Pengembangan Karir (X2)	.595	.081	.614	7.389	.000

a. Dependent Variable: Kinerja Pegawai (Y)

Table 13. The Result of The Training Hypothesis toward Employee's Performance.

	Coefficients ^a			t	Sig.
	Model Unstandardized Coefficients		Standardized Coefficients Beta		
	B	Std. Error	Beta		
1 (Constant)	23.123	3.839		6.022	.000
Pelatihan (X3)	.521	.083	.552	6.275	.000

a. Dependent Variable: Kinerja Pegawai (Y)

Based on the test results at the table above, it is obtained that the value of t count > t table or (6.275 > 1.987), thus the third hypothesis proposed has a significant influence between the training and the employee's performance is accepted.

b) Simultaneous Hypothetical Test (F Test)

Table 14. The Result of Self-efficacy, Career Development, and Training Hypothesis toward Employee's Performance.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
Sum of Squares						
1	Regression	693.133	3	231.044	30.141	.000 ^b
	Residual	674.552	88	7.665		
	Total	1367.685	91			

a. Dependent Variable: Employee's Performance (Y)

b. Predictors: (Constant), Training (X3), Self-efficacy (X1), Career Development (X2)

4.4 Study Results

a) The Influence of Self-efficacy toward Employee's Performance contribution of 30.3% (6.254 > 1.987).

b) The Influence of Career Development toward Employee's Performance with a correlation value of 0.614 contribution of 37.8% (7.389 > 1.987).

c) The Influence of Training toward Employee's Performance contribution of 30.4% (6.275 > 1.987).

d) The Influence of Self-efficacy, Career Development, and Training toward Employee's Performance which are obtained the regression equation of $Y = 8.980 + 0.248X1 + 0.350X2 +$

0.233X3 , the correlation value of 0.712 or have a strong relation with influence contribution of 50.7% while the remaining of 49.3% is influenced by other factors ($30.141 > 2.710$).

Self-efficacy has a real contribution to employee performance with good self-control that will achieve maximum work results, more than that self-control as control in doing things based on self-confidence, self-control and acknowledging the strengths and weaknesses of yourself and others.

5 Conclusions

Self-efficacy has influence toward employee's performance with contribution of 30.3%. based value of T test is $6.254 > 1.987$. Career development for employee's performance with contribution of 37.8% ($7.389 > 1.987$). Training for employee's performance contribution of 30.4% ($6.275 > 1.987$). Self-efficacy, career development, and training have significant for employee's performance with score of 50.7%, while the remaining of 49.3% is other factors with score value of $30.141 > 2.710$ based on F test.

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