

The Effect of Competency and Career Path on Job Satisfaction on Employee Performance of PT. Chuhatsu Indonesia

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Abstract. The purpose of this study is to ascertain the impact that Competency and Career Path have on Employee Performance at PT Chuhatsu Indonesia. The exploration was led at PT Chuhatsu Indonesia by taking respondents who were office employees. However, there are problems related to the influence of employee competency and career level on work fulfillment on representative execution, so further exploration and examination is required in regards to the connection between representative execution and occupation fulfillment with their work. The examination was completed by distributing questionnaires to 38 people as a sample. The analytical technique used to analyze the data is path analysis. Classical assumption tests and hypothesis tests were also carried out. The research results show that the factors of capability and profession way affect work fulfillment, work fulfillment and skill straightforwardly affect representative execution, vocation way and ability affect representative execution.

Keywords: Competency, Career path, Job satisfaction, Performance

1 Introduction

Performance is a very important part because of its proven benefits. An organization believes that representatives should work earnestly as per their capacities to accomplish great work results. Without great execution from all workers, progress in accomplishing objectives will be hard to accomplish. Execution essentially incorporates a psychological demeanor and conduct that generally has the view that the work did now should be of greater than the work completed previously and that the work did in the future should be of more excellent than now. An employee will feel proud and satisfied with the achievements he has achieved based on the performance he has provided for the company.

The performance of human resources directly or indirectly contributes to the progress of a country. [1] The progress and decline of a country can be seen from the development and quality of its human resources. This can be seen through the Human Development Index (HDI). HDI provides an overview of the level of development of human resource performance in a country. The better the development of human resources in a country, the better the development and quality of human resources in that country. Indonesia ranked fifth in HDI, which is still lower

than Singapore, Brunei, Malaysia, and Thailand. This shows that human resources in Indonesia are not good enough. In other words, the development of human resources in Indonesia is lower compared to the four countries in Southeast Asia. The low development of human resources in Indonesia shows that there are still many human resources that lack quality due to low levels of education and low soft skills.

The low level of education and low soft skills possessed by employees in a company affect the competence possessed by these employees. Another factor that can play a role and influence employee competence and performance is career path, which is the process of increasing individual abilities achieved to accomplish the ideal vocation. The foundation of a very much planned vocation improvement framework can help workers determine their own career needs and adapt member needs to organizational goals [2].

Everyone who works aspires to be fulfilled at their place of employment. In essence, job satisfaction is a matter of individual preference because each person's values will determine their level of contentment. The degree of contentment experienced by an individual increases when there are more aspects of the job that meet their needs.

Job satisfaction is not a single concept because it is an affective or emotional response to various aspects of a person's work. A person may be somewhat content with one aspect of their job and dissatisfied with others. Based on an evaluation of the circumstances at work, job satisfaction is defined as a worker's positive attitude toward their position. This evaluation can be done on one's work, the evaluation is completed as a feeling of appreciation for accomplishing one of the significant qualities in the work. Fulfilled representatives like their work circumstance more than they hate it.

Job agency JobStreet conducted a survey of 17,623 correspondents about employee satisfaction with their jobs. The survey results show that 73% of employees feel dissatisfied with their work due to several factors, including work that does not match their background, lack of career path, lack of work life balance, military character of superiors, paternalism, and indifference.

From the explanations above, there are problems related to employee competency and career level on employee job satisfaction and their work performance. This is what made researchers moved and wanted to analyze further the relationship between competency and career level as well as employee performance and employee satisfaction with their work.

2 Literature Review

2.1 Human Resource Management

The board is a progression of cycles that incorporate preparation, sorting out, executing, observing, assessing and controlling exercises to enable all hierarchical or organization assets, including HR (human asset capital), capital (monetary capital), material (land, normal assets), or unrefined components), as well as innovation ideally to accomplish hierarchical or organization objectives [3]. In the interim, as per Hasibuan [4], the executives is the science and specialty of dealing with the most common way of using HR and different assets successfully and proficiently to accomplish a specific objective. This understanding explains that

management is a science and art where in its implementation a manager needs to find ways to empower the resources they have effectively and efficiently to achieve company goals.

In terms of terminology, there are several meanings of management which are defined in various meanings which include the following:[5]

- a. According to Andrew F. Sikukula, management is generally related to planning, organizing, controlling, placing, directing, motivating, communicating and making decisions in each organization with the aim of coordinating the company's resources. So that a product or service will be produced efficiently.
- b. According to Terry and Laslie, they define management as a process or framework that involves guiding a group of people towards concrete organizational goals or intentions. Management is defined in three terms, namely: management as a process, management as a collectivity of people carrying out management activities, management as an art and as knowledge.
- c. According to Mary Paker Follet, management is defined as the art of getting things done through people. This definition needs attention because it is based on the fact that management, in achieving organizational goals, is carried out by managing other people.
- d. According to George Robert Terry, management is said to be a means or tool to achieve predetermined organizational goals through the help of other parties or people. This definition says that to achieve organizational goals, there are a number of people who play a role.
- e. According to Ricky W. Griffin, management is defined as the process of planning, organizing, coordinating and controlling resources so that organizational goals are achieved effectively and efficiently. Effectiveness means that goals are achieved as planned, and effectiveness means that management is carried out carefully, regularly and on time.
- f. From several opinions about the concept of management, it can be concluded that management is a series of activities in which there are different processes that are sequential, starting from planning, organizing, implementing and monitoring, so that it can use existing resources to achieve organizational goals in an institution effectively. and efficient.

2.2 Competence

Capability is the capacity to complete or do a task or errand that depends on abilities and information and is upheld by the work perspectives expected by the gig. Consequently, capability shows abilities or information that are portrayed by impressive skill in a specific field as the main thing, as unrivaled in that field [6]. A person's competence is their capacity to produce at a satisfactory level in the workplace, which includes their capacity to transfer and apply these skills and knowledge to new circumstances and increase agreed-upon benefits. According to Scale (1975), literally competence comes from the word competence, which means skill, ability and authority [7]. Spencer and Spencer (1999) stated that individual competence is a character of attitude and behavior, or an individual's ability that is relatively stable in the face of a workplace situation that is the result of a combination of character, self-concept, internal motivation, and contextual knowledge capacity [8].

Competency is central to the success of achieving performance which is influenced by the elements of knowledge, skills, expertise, and attitudes [9]. Tudero (2004) states that

competence plays an important role in improving employee performance to achieve the goals of an organization or company. Enceng, Liestyodono and Purwaningdyah (2008) state that competence is the knowledge, abilities, and skills that a person has acquired that have become a part of him, allowing him to perform cognitive, affective, and psychomotor behaviors as well as possible.[10]

Competence does not only contain skills, knowledge, and attitudes, but what is important is the application of their skills, knowledge, and attitudes according to established performance standards. Competencies can deepen and broaden work abilities. The more often someone does the same job, the more skilled they are and the faster they complete the job. The more type of work a person does, the richer and broader his work experience is, and it is possible to improve his performance [11]. The competencies used in assessing performance use the "Windows" theory introduced by Donald[12]. The assessment of an employee's performance in a corporate organization is largely determined by the success of the employee's competencies in producing work results.

Based on the opinions presented above, it is possible to draw the conclusion that competence is a person's character, attitude, and capacity to perform a job that influences work performance in a workplace setting.

2.3 Career Path

Career path is a process of increasing individual abilities that is achieved to accomplish the ideal vocation. The foundation of a very much planned vocation improvement framework can help workers determine their own career needs and adapt member needs to organizational goals [13].

Career path is a formal, organized, and planned effort to achieve a balance between individual career interests and the organization [14]. According to Casio in Bambang Wahyudi [15], career is "a series of promotions or transfers to higher positions in the hierarchy experienced by an employee during his work period." Career is a series of jobs, positions and positions that lead to life in the world of work. [16]. According to Gibson (1995), career is a series of attitudes and behavior related to work experiences and activities over a period of a person's life and a continuous series of work activities.[17]

From the various opinions above, it can be concluded that a career is a status or level of work or a person's position as a source of income, whether as a main job or a part-time job.

2.4 Job Satisfaction

Kreitner and Kinicki (2001) state that job satisfaction can be defined as an emotional or effective response to various aspects of work.[18] This definition infers that work fulfillment is definitely not a solitary idea, rather somebody can be somewhat happy with one part of their work and disappointed with one or a few different viewpoints. As per Wibowo [6] Each and every individual who works desires to get fulfillment from their work environment. Managers hope that job satisfaction will increase productivity. As a result, managers must comprehend the steps that need to be taken to improve employee job satisfaction. There are a number of different ways to define job satisfaction, experts say, namely as follows.

- a. Davis and Newstrom (1985) describe that job satisfaction is a set of employees' feelings about whether their work is enjoyable or not.[19]
- b. Robbins (2003) recommends that work fulfillment is an overall mentality towards an individual's work that shows the contrast between how much appreciation laborers get and the sum they accept they ought to get.[20]
- c. Edy Sutrisno (2019) uncovered that work fulfillment is a representative's mentality towards work which is connected with the work circumstance, collaboration between representatives, rewards got working, and matters including physical and mental elements.[7]
- d. Greenbeg and Nobleman [6] depict work fulfillment as a positive or negative disposition that people have towards their work. In the interim, Vecchino [6] states that work fulfillment is an individual's considerations, sentiments, and activity propensities, which is an individual's disposition towards work.
- e. Handoko [7] depicts work fulfillment as a wonderful or undesirable profound state for representatives in regards to their work. A person's feelings about their work and everything they encounter in their work environment are reflected in their level of job satisfaction.
- f. According to Nurhayati (2016), job satisfaction is an expression of an employee's satisfaction with the ways in which their work can benefit the company. This means that the benefits they receive at work meet what is considered important.[21]

2.5 Performance

An organization can be supposed to find lasting success on the off chance that the presentation of HR attempts to further develop representative execution to accomplish the organization's expressed objectives. As per Sutrisno [7] execution or work accomplishment is the work result that has been accomplished by an individual in view of their work conduct in doing work exercises. Employee performance has a direct impact on an organization's success or failure in carrying out its responsibilities. In order for the company to achieve its stated objectives, performance achievement within the organization must be taken into consideration.

Robbin[22] characterizes execution therefore accomplished by representatives in their work as per certain measures that apply to a task. In view of the definition above, it tends to be presumed that representative execution is the accomplishment of worker brings about a course of completing their obligations as per the obligations given. The company will benefit from employee performance improvement, ensuring that workers perform at their best and contribute to the achievement of the company's objectives.

Employee performance, as defined by Mangkunegara (2004), is the sum and quality of an employee's efforts to carry out his or her duties in accordance with the responsibilities assigned to him or her. Factors that can impact execution are inspiration, skill, administration, and workplace [23].

The degree to which employees are disciplined is one way that performance can be gauged. Execution is a component of inspiration, abilities, and job insight [24]. Likewise, Bernardin, and Russell (1993) expressed that exhibition is the accomplishment of results got from specific work capabilities or exercises over a specific period. Handoko (2004) proposes that exhibition is the interaction by which an association assesses or evaluates representative work execution. According to Suntoro [25], performance is the result of a person's or group's

ability to achieve organizational goals within a predetermined time frame. Simamora (2004) says that performance is the degree to which an employee completes the tasks that make up their job. Tika (2006) characterizes execution as the consequence of work capabilities/exercises of an individual or gathering in an association which is impacted by different variables to accomplish hierarchical objectives inside a specific period.[25]

According to Brahmasari [26], performance is the accomplishment of organizational goals. These goals can be expressed in the form of output that is either quantitative or qualitative, creativity, adaptability, dependability, or any other thing the organization wants. Execution is work accomplishment, to be specific the correlation between genuine work results and laid out work principles.[27] According to Maryoto (2000), employee performance is the result of work done over a specific time period in comparison to various options, such as mutually agreed-upon standards, targets, or criteria.[28] Gomes[29], states that presentation is a record of the creation consequences of a specific work or certain action in a specific period.

In light of the definition above, it tends to be presumed that exhibition is a work accomplishment, or the consequence of an individual's work in view of the amount and quality accomplished in completing their capabilities and obligations.

2.6 Hypothesis Development

Based on the framework, problem formulation and research objectives, the hypothesis of this study is as follows:

- a. Competency has a direct effect on job satisfaction.
- b. Career level has a direct effect on job satisfaction.
- c. Job satisfaction has a direct effect on employee performance.
- d. Competency has a direct effect on employee performance.
- e. Career level has a direct effect on employee performance.
- f. Competency has no direct effect on employee performance.
- g. Career level has no direct effect on employee performance.

3 Methodology

This exploration utilizes quantitative examination. Sugiyono[30] defines quantitative research methods as those that are founded on a positive philosophy. This strategy is utilized to investigate specific populaces or tests and gather information utilizing research instruments, quantitative/measurable information examination, fully intent on testing foreordained theories. The verification method is the research approach taken in this study. The verification method uses statistical calculations and proof to test the hypothesis derived from descriptive research. The results of the proof test show whether the hypothesis is true or false.[30]

The data in this research was obtained at the place of collection or source of data for employees, namely at PT Chuhatsu Indonesia which is located at Jl. K. H Noer Ali, Cibuntu, Cibitung, Bekasi, West Java. Apart from that, this research also obtained data from media sources such as books, internet, journals, research and the like. This research was collected on December 20, 2023, then the collected data was used by researchers to be processed and analyzed.

A population is a generalization area made up of things or people with certain qualities that have been chosen by researchers to be studied and then conclusions drawn from.[30] The population taken in this research were all office employees working at PT Chuhatsu Indonesia in 2023, a total of 60 people.

In this exploration, the creator restricted the populace to 60 representatives by working out the example size utilizing the Slovin procedure.[30] This study employs the Slovin formula because, in sampling, the number must be representative in order for the findings to be generalizable, and the calculation does not necessitate a table of sample sizes but can be carried out with straightforward formulas and Slovin formula calculations. The sample size of this study's respondents was reduced to 38 people, or roughly 58%, using the Slovin formula of all PT Chuhatsu Indonesia office employees. This was done to make data processing easier and for better test results. The samples taken were based on probability sampling techniques; simple random sampling, in which the researcher gives every member of the population an equal chance to be chosen as a random sample without considering the population's strata.

This examining was done utilizing a coincidental procedure, as expressed by Sugiyono[30], that coincidental testing is deciding an example in light of possibility, or at least, any individual who meets the specialist by some coincidence/coincidental can be utilized as an example, assuming it is considered that the individual they meet by chance is reasonable. as an information source.

4 Results and Discussion

4.1 Respondent Characteristics

The researcher used a survey questionnaire with a Google Form application with a Likert scale, then the researcher distributed the questionnaire to PT Chuhatsu Indonesia office employees via the Google Form link that had been created previously. After all the data was collected for a month, the researcher withdrew the data and exported it to Excel and in Excel the data was visible which was then processed using SPSS 22. The respondents are a sample that represents the population of this study. The description of the respondents used as research samples is categorized based on The characteristics are gender, age, department and length of service. Based on the respondents the researchers observed, there were 26 male respondents or 68% and 12 female respondents or 32%. In this study, the male gender is more dominant in this company. then, there was one respondent with an age of less than 20 years or 3%, respondents with an age range of 20 to 30 years totaling 19 people or 50%, respondents with an age range of 31 to 40 years amounting to 12 people or 32% and respondents with an age above 40 years as many as 6 people or 16%. based on department, the most dominant respondents work in the Production Planning Control department with 12 people or 32%, followed by the Finance/Accounting department with 5 people or 13%, then the HRD, Marketing and Quality Control departments each with 4 people or 11%, then Engineering and Purchasing each with 3 people or 8%, Corporate Planning with 2 people or 5% and finally respondents from the Safety Health Environment department with 1 person or 3% of the total respondents.

4.2 Descriptive Statistic Respondent

In research, data description is important to provide an overview of the data being studied. Apart from that, with this data description, readers will find it easier to understand the data presented in a study in more detail and clearly. The data described in this research is in the form of data centering measures such as mean, median, maximum value, minimum value, standard deviation and variance. The variables described include competency, career path, job satisfaction and employee performance. The data of descriptive statistic are presented in the following table:

Table 4.1 Descriptive Statistic

Descriptive Statistics									
	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Competence	38	16.00	29.00	45.00	1535.00	40.3947	.56767	3.49934	12.245
Career path	38	22.00	23.00	45.00	1377.00	36.2368	.94473	5.82369	33.915
Satisfaction	38	13.00	32.00	45.00	1516.00	39.8947	.66168	4.07888	16.637
Performance	38	18.00	27.00	45.00	1507.00	39.6579	.68231	4.20602	17.691
Valid N (listwise)	38								

Source: Data processed by SPSS 22

In light of the table above, it very well may be reasoned that the information got is as per the following. The competency variable (X1) in the preceding table had an average value of 40.39, a standard deviation of 3.49, a minimum value of 29, and a maximum value of 45. The vocation way factor (X2) in the table above got a base worth of 23 and a greatest worth of 45 with a typical worth of 36.23 and a standard deviation of 5.82. The work fulfillment variable (Y) in the table above got a base worth of 32 and a greatest worth of 45 with a typical worth of 39.89 and a standard deviation of 4.07. The representative exhibition variable (Z) in the table above got a base worth of 27 and a greatest worth of 45 with a typical worth of 39.65 and a standard deviation of 4.20.

4.3 Classic Assumption Test

The path analysis method, which was developed from multiple regression analysis, is utilized in this study. Therefore, a classical assumption test must be performed prior to path analysis to determine whether the residual data are normally distributed and the model is free of multicollinearity and heteroscedasticity.

4.3.1 Normality Test

The normality test is completed fully intent on seeing if in a relapse model, the free factor and the reliant variable have a typical or unusual conveyance. The statistical test results will be lower if a variable does not have a normal distribution.

Table 4.2 Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		38
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.88020824
Most Extreme Differences	Absolute	.119
	Positive	.087
	Negative	-.119
Test Statistic		.119
Asymp. Sig. (2-tailed)		.194 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Data processed by SPSS 22

Based on the table above, the normality test on Unstandardized Residual value for the multiple regression equation of competency (X1), career level (X2), job satisfaction (Y) on employee performance (Z) obtained a significance value of $0.194 > 0.05$, which means the data residuals are normally distributed.

4.3.2 Multicollinearity Test

The multicollinearity test is utilized to see whether the relapse model tracks down connection between's the free factors or the reliant variable. The consequences of this multicollinearity test produce high factor values in the example, and that implies the standard mistake is enormous, subsequently, when the coefficient values are tried, the t-count will be a more modest worth than the t-table. A reliable regression model lacks correlation or multicollinearity symptoms.

Table 4.3 Multicollinearity Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.847	5.709		.674	.505		
	Career path	.078	.091	.108	.861	.395	.844	1.184
	Competence	.816	.151	.679	5.391	.000	.844	1.184

a. Dependent Variable: Work Performance

Source: Data processed by SPSS 22

The multicollinearity test that has been processed reveals that the VIF value for the career level variable (X2) is 1.184 and the tolerance value is 0.844, while the VIF value for the competency variable (X1) is 1.184 and the tolerance value is 0.844. These results are based on the table that can be found above. Since these two variables do not exhibit symptoms of multicollinearity and have a tolerance value greater than 0.10, they can be used to predict employee performance variables in the regression model.

4.3.3 Heteroscedasticity Test

The heteroscedasticity test is used to determine whether there is inequality of variance between studies in a regression model.

Table 4.4 Heteroscedasticity Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.960	3.658		-.809	.424
	Career Path	-.023	.058	-.070	-.393	.697
	Competence	.147	.097	.269	1.511	.140

a. Dependent Variable: Abs_RES

Source: Data processed by SPSS 22

In light of the table over, the heteroscedasticity test that has been handled shows that the importance an incentive for the profession way factor (X2) is 0.697 and capability (X1) is 0.140, it very well may be presumed that these two factors don't have heteroscedasticity in light of the fact that the worth is $> \alpha=0,05$.

4.4 Path Analysis

Path analysis is a regression model that can be used to analyze causal relationships between one variable and another variable.

Table 4.5 Path Analysis Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.178	5.715		-.381	.706
	Competence	.702	.146	.584	4.814	.000
	Career Path	-.124	.113	-.172	-1.102	.278
	Satisfaction	.451	.167	.437	2.692	.011

a. Dependent Variable: Performance

Source: Data processed by SPSS 22

Table 4.6 Path Analysis Test Model 1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.369	5.311		2.517	.017
	Competencies	.254	.141	.218	1.803	.080
	Career Path	.449	.085	.641	5.306	.000

a. Dependent Variable: Satisfaction

Source: Data processed by SPSS 22

Referring to the table above, the significance value of the two variables is competency (X1) = 0.080 and career level (X2) = 0.000. These results provide the conclusion that regression model 1, namely the competency variables (X1) and career level (X2) influence job satisfaction (Y). The R square value in Table 4.12 is 0.569, this shows that the contribution or influence of competence (X1) and career level (X2) on job satisfaction (Y) is 56.9%. Meanwhile, the remaining 43.1% was contributed by other variables not included in the research. Meanwhile, the value of e1 can be found using the formula $e1 = \sqrt{1-0.569} = 0.65$.

Table 4.7 Path Analysis Test Model 2 (Summary)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 ^a	.613	.579	2.72788

a. Predictors: (Constant), Satisfaction, Competence, Career Path

Source: Data processed by SPSS 22

Table 4.8 Path Analysis Test Model 2 (Coefficients)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.178	5.715		-.381	.706
	Competence	.702	.146	.584	4.814	.000
	Career path	-.124	.113	-.172	-1.102	.278
	Satisfaction	.451	.167	.437	2.692	.011

a. Dependent Variable: Job Performance

Source: Data processed by SPSS 22

Referring to the table above, the significance value of the three variables, namely competency (X1) = 0.000 and job satisfaction (Y) = 0.011, is smaller than 0.05, so this result can be concluded that competency (X1) and job satisfaction (Y) have an effect. on employee

performance (Z). This is different from the career level variable (X2) = 0.278, whose value is greater than 0.05, indicating that career level (X2) has no effect on employee performance (Z). The R square value in Table 4.14 is 0.613, this shows that the contribution of competency (X1), career level (X2) and job satisfaction (Y) to employee performance (Z) is 61.3%, while the remaining 38.7% is the contribution from other variables not studied. Meanwhile, the value of $e2 = \sqrt{1-0.613} = 0.622$

4.5 Hypothesis Testing

4.5.1 Coefficient of Determination

The coefficient of assurance (R squared) or represented by R2 which is significant as the commitment of impact given by the autonomous variable to the reliant variable.

Table 4.9 Determination Coefficient Test (Model Summary)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 ^a	.613	.579	2.72788

a. Predictors: (Constant), Satisfaction, Competence, Career Path

Source: Data processed by SPSS 22

In view of the table above, it is realized that the coefficient of assurance or R square is 0.613. The R square worth of 0.613 comes from figuring out the relationship coefficient worth or R, to be specific $0.783 \times 0.783 = 0.613$. The coefficient of assurance (R square) is 0.613 or 61.3%. This figure implies that the ability variable (X1) and profession level variable (X2) at the same time impact the work fulfillment variable (Y) by 61.3%. In the mean time, the rest of ($- 61.3\% = 38.7\%$) is impacted by different factors outside this relapse condition or factors that were not contemplated.

4.5.2 Test (Partial Test)

The T test is one of the examination speculation tests in basic straight relapse investigation and different direct relapse examination. The purpose of the T test is to determine whether the dependent variable or independent variable has a partial effect on the independent variable.

Table 4.10 T-Test Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.369	5.311		2.517	.017
	Competence	.254	.141	.218	1.803	.080
	Career path	.449	.085	.641	5.306	.000

a. Dependent Variable: Satisfaction

Source: Data processed by SPSS 22

The competency variable (X1) has a significance value (Sig) of 0.080, as shown in the table of T test output results above. It is possible to draw the conclusion that there is no relationship between job satisfaction (Y) and competence (X1) because the sig value is 0.080 and probability is 0.05. Additionally, it is known that the career path variable (X2) has a significance value (Sig) of 0.000. Since the worth $0.000 < 0.05$, it tends to be reasoned that there is an impact of vocation level (X2) on work fulfillment (Y).

5 Conclusion

In view of the aftereffects of the exploration and examination of the conversation, the finish of the review is as per the following:

- a. The ability variable impacts the work fulfillment variable in view of the aftereffects of the way examination test
- b. Profession level (X1) impacts work fulfillment (Y), this depends on the consequences of the coefficient of assurance test
- c. Work fulfillment (Y) straightforwardly affects representative execution (Z), this depends on the consequences of the way investigation test
- d. Skill (X1) straightforwardly affects worker execution (Z), this can be demonstrated by a different straight relapse investigation test where the R square worth = 0.531 which implies that capability (X1) straightforwardly affects representative execution (Z) of 53.1 %.
- e. Based on the model 2 path analysis test, career level (X2) has no effect on employee performance (Z).
- f. Ability (X1) significantly affects worker execution (Z). This should be visible from the aftereffects of the model 2 way examination test
- g. Vocation way (X2) straightforwardly affects worker execution (Z). This should be visible from the aftereffects of the model 2 way examination test.

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