

Effect of Career Planning and Self-Efficacy of the Performance of Employees

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Abstract— This research aims to determine the effect of Career Planning and Self-efficacy on Employee Performance at PT Perkebunan Nusantara VIII Bandung. The data collection was conducted by questionnaire to 75 employees. The samples were carried out by probability sampling with simple random sampling. The data analysis was performed using the statistics as validity, reliability, and regression using the SPSS software. Methods of data analysis used statistical techniques such as test validity and reliability of the research instrument, then to proving the hypothesis used multiple regression analysis. The results show that career planning and self-efficacy simultaneously significant effect on employee performance. Furthermore, both career planning and self-efficacy partially has a significant effect on employee performance. The impact of this research was to increase the employee performance by strengthening the career plan to increase the employee's self-efficacy.

Keywords— Career Planning, Self-Efficacy, Employee Performance, Human Resource

I. INTRODUCTION

In the current era of globalization, it is inevitable the inevitable changes in the economic conditions of a company. In order to adapt to the changing external environment, a company needs their internal changes. One is how the organization can be responsive to the changes that occur. Changes in the company will definitely affect the existing resources in the delivery of the company to human resources. Human resources are one of the most important resources, this is because the human resources can be considered as the spearhead in a company or organization. Where human resources are owned by the company is expected to have good quality. Competition in the business demands higher to make the organization should have advantages over competitors. When organizations rely solely on excellence in technology, the organization will be easily imitated or even surpassed by competitors. Therefore, technology is something that can be easily obtained and adapted. Thus, competitive advantages more precisely determined by human resources.

The company is also in desperate need of human resources competent and qualified. All business organizations must be prepared to adapt and strengthen itself in order to compete to address the challenges in the future. Good management can be realized with the human resources of the reliable companies. Human Resource Management is one of the key factors to get the best performance, because in addition to addressing the problem of skills and expertise, HR management is also obliged to build a conducive behavior of employees to get the best performance. Human resources have an important function in achieving good employee performance. The management of human resources also qualified determines the success of the implementation of work tasks of an organization.

For a company to be reliable, then the employee's performance will be very important, because the success of the company depends on how the employee's performance can survive well. Performance is the result of work that can be achieved by a person or group of people within an organization both quantitatively and qualitatively, in accordance with the powers and duties responsibilities of each, in order to achieve the objectives of the organization in question legally, do not break the law and in accordance with moral and ethics [1].

Performance problem is not a new thing for the company, because each company is not spared these problems, including companies engaged in the plantation. Discussing the company engaged in the plantation would not be separated from the history that follows. The plantation system is part of the economic system and capitalistic commercial agriculture. The plantation system has introduced various reforms in the agricultural economic system that brings important changes impact on the lives of the developing countries. One goal of plantation development is to increase production and improve product quality, increase

revenue, expand exports, supporting industry, creating and expanding job opportunities, and equitable development [2].

Development and growth require the availability of reliable human resources. Efforts to provide these resources can be obtained by improving the quality of human resources in accordance to the organization's needs can be obtained through a career planning program. Career planning is a factor that encourages the achievement of the best performance of employees so as to provide the increase of productivity in the organization. Suitability needs of the organization and tasks with career planning program will support increased employee performance [3].

Determination of a career is the first step for a person's career. Because a career is an important part in one's life. One key to success in a career is careful planning, planning is not only created once, but must be repeated. In order for their career development experience needed a good career planning and self-efficacy that lead to determine the ideals that challenge and survive in the face of difficulties [4].

In addition to the Career Planning, other factors also affect the performance of employees is the Self-efficacy. Self-efficacy refers to the belief in one's ability to organize and execute courses of action required to manage certain situations. Self-efficacy influences how people think, feel, motivate themselves, and act [5]. The purpose of this statement is that the self-efficacy refers to the belief in one's ability to organize and execute courses of action required to manage certain situations. Self-efficacy influences how people think, feel, motivate themselves, and act. Self-efficacy is not related to the skills possessed,

Self-efficacy is an important thing to be possessed by every individual. [8] Bandura explains that self-efficacy has an important role in the career of the individual. Self-efficacy is needed in the face a difficult situation and overcome obstacles or problems. Confidence in the ability of self-will make people feel optimistic in the face of various terms, any difficult situation if it has a high self-efficacy that individual is not easy to give up, because believing that his ability to be able to cope with the situation.

Self-efficacy plays an important role in running a company for the purpose to be achieved because of the good self-confidence can affect the performance of its employees. Self-efficacy is a self-possession individual influence in determining the measures to be taken to achieve a goal, including the assessment of the challenges to be faced. Self-efficacy lead to set goals that challenge and survive in the face of difficulties. A person with high self-efficacy that will be able to overcome all the problems that threaten its existence [4].

Career Planning and Efficacy of Self is a part that can affect the performance of the employee. Self-efficacy and therefore should be considered employees of the barriers Confidence and Motivation given leader. To maintain the performance of employees, leaders play an important role in running the company's goal to be achieved due to good planning and optimal career can affect the performance of its employees itself. This time where the conditions in the company of his problem or phenomenon discovered by the Career Planning, Self-Efficacy and its Employee Performance itself. Problems that occur in Career Planning and Efficacy of Self should be a concern for the entire company manager or head of the organization at this time because it would affect the employee performance at the Office of the Board of Directors of PT Perkebunan Nusantara VIII Bandung in the future.

Some of the literature found inconsistencies result of the relationship between career planning and employee performance. Previous researches on the employees of the State Museum of North Sulawesi Province showed that career planning significant positive effect on employee performance. Furthermore, it was also showed that career planning is not significant positive effect on the performance/productivity of employees. [3, 4, 7].

II. METHOD

This study used a descriptive correlational quantitative method. The study population were employees of PT Perkebunan Nusantara VIII Bandung with a sample of 75 people. The sampling technique used in this study was the probability sampling with simple random sampling. The instrument used was a Likert scale models. Assisted data analysis using SPSS. Methods of data analysis using statistical techniques such as test validity and reliability of the research instrument, then to proving the hypothesis used multiple regression analysis, with Test-F for the simultaneous effect and t-test for the partial effect.

III. RESULTS AND DISCUSSION

Having tested the validity, all the statements submitted to the respondents is as follows:

- a. The highest value for the variable validity Career planning is equal to 0.839 in the statement item number 3, while the lowest value of 0.528 on the validity of the statement item number 1.
- b. The highest value for the variable validity Self-efficacy amounted to 0.692 on the statement item number 3, while

the lowest value of 0.405 on the validity of the statement item number 1.

- c. The highest validity value for the variable is the performance of 0.802 at item No. 5 of the statement, while the lowest value of 0.324 on the validity of the statement item number 1.

Based on the results of validity and explanation of the above it can be concluded that the entire statement has r count greater than 0.229 r table so declared invalid.

Furthermore, each item in the questionnaire statement, other than to be valid, also a reliable means if used twice or more to measure the same symptom that should yield the same relative calculation and consistency. Reliability regarding the level of trust, reliability, consistency or stability of a measurement. High or low reliability is empirically demonstrated by a number called the coefficient of reliability. Reliability is considered quite satisfactory or higher is more than 0.6. Based on calculations using SPSS shows that career planning, employee self-efficacy and performance reliable. This is evidenced by Cronbach's Alpha values above 0.6.

The coefficient of determination (r²) describes the relationship between independent variables and the dependent variable. To determine the value of the coefficient of determination is required R-Squared, this value can be seen in Table I.

TABLE I. MODEL SUMMARY

MODEL SUMMARY				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.732 ^a	0,536	0,523	3,92014

Furthermore, to determine the coefficient of determination in this study using the following calculation:

$$Kd = r^2 \times 100\%$$

$$Kd = 0.5362 \times 100\%$$

$$Kd = 0.28796 \times 100\%$$

$$Kd = 28.72\%$$

Based on the above calculation results obtained determination coefficient of 28.72%, which means that the influence of career planning and Self-efficacy simultaneously on the performance amounted to 28.72% and the remainder is equal to 71.28% influenced by other variables that were not included in the research model.

To determine the effect of independent variables on the dependent variable, it is necessary test (partial test). In determining the effect of each independent variable on the dependent variable, there are several criteria, namely the level of significance <0.05 and t> t table. Here are the results of calculations using SPSS shown in the Table II.

TABLE II. COEFFICIENTS

Coefficients ^a						
Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	8,033	2.227		3.607	0,001
	Career planning	.294	.104	0,348	2,837	0,006
	Self-efficacy	0.547	0.155	0.433	3.533	0,001
a. Dependent Variable: Employee Performance						

According to the Table II above, it can be seen that sig for career planning is 0.006 and sig for self-efficacy is 0.001. This shows that career planning and self-efficacy. Based on the calculation coefficient regression model regression equation is:

$$Y = 8.033 + 0.29X_1 + 0.547X_2$$

$$Y = 8.033 + 0.29 \text{ Career Planning} + 0.547 \text{ Self-Efficacy}$$

This case shows that if the value of coefficient is higher than 8.033 and the independent variables constant, the value of performance is equal to 8.033. If there is an increase of one unit of the planning themselves, then the performance will increase by 0.294. This shows that if employees have to plan their careers it will directly improve their performance. These results are consistent with studies that have been done previously. [6]

If there is an increase of one unit of self-efficacy, the performance will increase by 0.547. It shows the performance will increase if the employee has a high self-efficacy. These results are consistent with studies that have been done previously. Based on the results of employee performance at PT. Perkebunan in Bandung more influenced by self-efficacy than career planning. [9,10]

IV. CONCLUSION

Based on regression analysis equation $Y = 8.033 + 0.294X_1 + X_2 0.547E$ it can be said that the Self-efficacy positive effect on employee performance amounted to 0.547 E pales Self-efficacy (X) is increased one unit will affect employee performance (Y) of 0.547. Vice versa if the Self-efficacy decreased 1 point, the performance will also be decreased by 0.564, and the contribution of Self-efficacy on the employee performance. Based on the above calculation results obtained determination coefficient of 28.72%, which means that the influence of career planning and self-efficacy simultaneously on the performance amounted to 28.72% and the remainder is equal to 71.28% influenced by other variables that were not included in the research model.

ACKNOWLEDGMENT

The authors would like to thank the Rector of Universitas Komputer Indonesia, who has given the opportunity to conduct this research.

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