

The Influence of Career Development and Rewards on Campus Employee Performance at STIE Professional Management College Indonesia

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The Influence of Career Development and Rewards on Campus Employee Performance at STIE Professional Management College Indonesia

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Abstract: Lack of employee productivity can hinder the performance and goals of an organization. The aim of this research is to investigate the influence of career development, giving rewards, on employee performance at the STIE PMCI Campus. This research uses a quantitative approach involving 30 respondents as population and sample. The research results show that the independent variable career development (X1) is obtained t -count (5,230) > t -table (2,052), the Reward variable (X2) with t -count (2,833) > t -table (2,052), then the career development variable (X1) has a partial effect on the employee performance variable (Y), and the reward variable (X2) has a partial effect on the employee performance variable. The results of the F test show that f -count (15,228) > f -table (2,98), while the significance is $0.000 < \alpha$ at a significant level of 0.05, so H_0 is rejected and H_a is accepted, which means the independent variable (career development, reward) together or simultaneously influence the dependent variable (employee performance) positively and significantly. It is recommended that the STIE PMCI leadership be able to improve the performance of their employees by opening up opportunities for career development, providing awards on an ongoing basis and always motivating their employees.

Keywords: Career development, awards, work motivation, performance

1. INTRODUCTION

Human resource management is a very important component in every business or company. Human resources can provide positive things in achieving organizational goals, including employee productivity, financial profits, and sustainability for the organization's life cycle. Success in increasing productivity and work efficiency certainly has an impact on employee performance because employees are not only the main resource in making changes, but they are also actively involved in carrying out their work. One factor that needs to be considered to achieve the goals of an organization is career development. Career Development is a decision made now about what to do in the future. This means that someone who has set a deadline for developing a career must find the resources needed to complete that deadline (Rizka, 2017). The career development program is expected to make human resources feel motivated to show their potential or best performance in an effort to obtain the position or position they desire.

Career development can also be done through formal education and training activities. Career development involves a series of positions or titles that a person holds during their working life. As part of human resource management, career development aims to increase

employee effectiveness in carrying out their duties, so that they can make the best contribution to achieving company or organizational goals.

Apart from career development, rewards are also an important factor and can influence improving employee performance (Rahmat, 2022). Rewards are incentives that link payment on the basis of increasing employee productivity and performance (Afandi, 2019). Giving rewards for employees can create employees proud of the results of his work, feels appreciated and will try to improve show his achievements so that in the future he will be able to obtain rewards Again. Meanwhile, for employees who have not received it rewards can be used as a role model for they will try to get it rewards and also catching up with his colleagues (Rahmat, 2022).

For a company or organization to only emphasize the high level of performance of an employee without paying attention to the factors that influence it. In fact, important aspects such as career development and giving rewards must be taken into account to improve employee performance. Performance can be seen as the process and results of work, as well as how the process takes place to achieve work results. Organizational performance reflects the achievement of organizational goals through work performance or organizational work results. Qualitatively, performance includes all work potential that employees have and the efforts they make to improve work results in accordance with established standards (Hasibuan, 2016). If an employee has good work abilities and tries to continue to improve his performance from time to time, then qualitatively, the employee has high performance.

For a company or organization to get employees with good performance, the company or organization must be able to decide on policies that have an impact on the main factors the needs of each employee. Some important aspects are through career development, and giving rewards can improve employee work. For some employees, progress in their career is vital because through this improvement they can find out the peak of achievement they want to achieve, which in turn will maintain motivation and encouragement to continue to improve their abilities and loyalty to the company.

Awards or rewards refer to all forms of compensation given to employees in recognition of the services or performance they provide to the company, whether in the form of money, goods or other forms. The STIE Professional Management College Indonesia (STIE PMCI) campus is one of the private campuses in Medan City which faces tough competition with other private campuses. Initial research results show that there are complaints from employees about the difficulty of advancing their careers on campus due to the limited career positions available.

Apart from that, awards or rewards for employees who achieve targets are considered insufficient to motivate them.

The lack of appreciation in the form of rewards for STIE Professional Management College Indonesia campus employees causes delays in completing work, this can also be seen from employees who procrastinate their work, and often chat during working hours so that work cannot be completed on time. Due to the decline in the performance of STIE Professional Management College Indonesia campus employees. Based on the description above, the author is interested in conducting research by choosing the title: "*The Influence of Career Development and Rewards on the Performance of S TIE Professional Management College Indonesia (S TIE) Campus Employees PMCI*)”

2. RESEARCH METHODOLOGY

This research is a quantitative oriented study. The information collected includes three independent variables, namely career development (X1), rewards (X2) and one dependent variable, namely performance (Y). This study was carried out at the STIE Professional Management College Indonesia Campus which is located on Jalan Haji Misbah, Multatuli Complex, Block C No.11-14 Block D No. 21-22, Medan Maimun District, Medan City, North Sumatra.

This research uses a questionnaire technique, namely by distributing questionnaires to research respondents to obtain respondents' answers to research problems. Untari (2018:40) states that, "Questionnaires are data collection tools that are identical to quantitative research because the data given to informants is data that has open and closed answers."

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Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2018). The population studied consisted of 30 employees of the STIE Professional Management College Indonesia Campus. Because the number of employees was less than 100 people, the entire population, totaling 30 people, was taken as a sample.

Data collection methods in this research include the use of questionnaires and documentation studies. The data analysis technique used in this research uses instrument testing, namely the classical assumption test and for hypothesis testing using multiple linear equations using the partial test (t), simultaneous test (f) and coefficient of determination (R) Ghozali (2013) . The following is the framework for this research.

3. RESULTS AND DISCUSSION

Classic assumption test

Normality test

The normality experiment aims to assess whether the distribution of the independent variable, dependent variable, or both in a form of regression has a normal distribution or not. (Ghozali, 2016). Information normality can be tested using 2 methods, namely graphics and statistics. The graphical method relies on a natural probability flow, while the statistical method uses the one sample Kolmogorov Smirnov Test. The results of the normality experiment using a graphical method can be seen in the next figure :

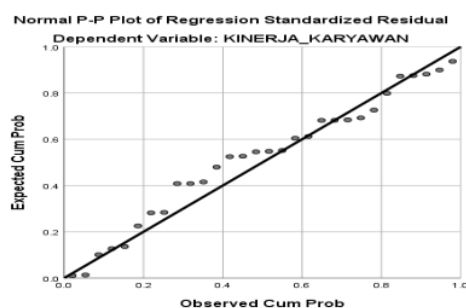


Figure 1. Normal P Plot

Source: Data Processing Results (2023)

From the Normal P-P Flow diagram, it can be seen that the points spread around the diagonal line, and the distribution follows the direction of the diagonal line. This means that the information used meets the assumption of normality, so the regression form is appropriate to use to calculate employee ability variables based on the independent variable input. Next, the test results using the one sample Kolmogorov Smirnov Test can be seen in the painting below:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.90141834
Most Extreme Differences	Absolute	.136
	Positive	.065
	Negative	-.136
Test Statistic		.136
Asymp. Sig. (2-tailed)		.161 ^c

a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.

Figure 2. One Sample Kolmogorov Smirnov Test

Source: Data Processing Results (2023)

Based on Figure 2. it can be seen that the asymp number. Sig (2-tailed) is 0.161, which is greater than sig- α (0.05), and the reasonable number is 0.000, which is smaller than 0.05. From these results, when compared with the benchmark normality experiment in where sig-p > sig- α (0.05) or a reasonable number < 0.05, it can be concluded that all research populations have a reasonable distribution and there is an important relationship to each variable.

Hypothesis testing

Multiple Linear Regression Analysis

To understand and describe the impact of career development (X1), rewards (X2), and work motivation (X3) on employee performance (Y), multiple regression analysis was carried out using data that had been processed through SPSS software. The results of the analysis are shown in Table 1 below:

Table 1. Multiple Linear Analysis

Model	Unstandardized Coefficients	
	B	Std. Error
1 (Constant)	,738	2,545
Career development	,453	,153
Rewards	.5 6 7	,156

Source: Processed with SPSS, 2023

From the data listed in Table 4.16, a general equation can be formulated regarding the influence of career development, rewards and work motivation on employee performance as follows:

$$Y = 0.738 + 0.453 X_1 + 0.567 X_2$$

1. The constant number is **0.738** , meaning that if the career development , appreciation and encouragement of activities number is 0 then the ability number will always be **0.738** .
2. The regression coefficient figure for the career development variable is **+ 0.453** , meaning that every increase in training level by 1 level will increase the employee's ability level by **0.453** base.
3. The regression coefficient figure for *the Reward* i variable is **0.5 6 7** , meaning that every increase in the weight of the activity area by 1 basis will increase the weight of the employee's abilities by **0.5 6 7** basic.

Partial Testing (t Test)

This partial experiment (t experiment) is tried to prove how big the effect of the independent variable is in a partial way on the limited variable. In this research, a partial assumption experiment was carried out on each independent variable as in Table 2. Next:

Table 2 . Coefficients t test

Model	Std. Error	t	Sig.
1 (Constant)	2,545	,142	,000
Career development	,153	5,230	,000
Rewards	,156	2,833	,000

a. Dependent variable Employee Performance

Source: Processed with SPSS, 2023

1. Hypothesis Testing the Effect of the Career Development Variable (X1) on the Employee Performance variable (Y): From Table 2, the t-value is obtained at 5,230, with a significance level of $\alpha = 5\%$. The ttable value (5%; 30-3=27) is 2.052. With tcount (5,230) > ttable (2.052), and a significance value of 0.000 < 0.05, the first hypothesis can be accepted. This means that the Career Development Variable (X1) has a significant influence on the Employee Performance Variable (Y).
2. Hypothesis Testing the Effect of the Reward Variable (X2) on the Employee Performance variable (Y): From Table 2, the t-calculated value is obtained at 2.833, with a significance level of $\alpha = 5\%$. The ttable value (5%; 30-3=27) is 2.052. Because tcount (2.833) > ttable (2.052), and the significance value is 0.009 < 0.05, the first hypothesis can be accepted. This means that the Reward Variable (X2) has a significant influence on the Employee Performance Variable (Y).

Simultaneous Testing (F Test)

Simultaneous experiments are carried out to determine the impact of job development, appreciation (rewards), and encouragement of activities on employee abilities. This can be observed by equating calculated F and table F at an important level (α) = 5%.

Simultaneous test results from the SPSS program can be seen in Table 4.16.

Table 3. F test

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41.403	3	13.801	15.228	.000 ^b
	Residual	23.564	26	.906		
	Total	64.967	29			

a. Dependent Variable: KINERJA_KARYAWAN
 b. Predictors: (Constant), MOTIVASI_KERJA, PENGEMBANGAN_KARIR, PENGHARGAAN

Source: Processed with SPSS, 2023

The following is a form of hypothesis testing based on statistics and curves:

1. H_0 : If the tcount value < ttable value or -tcount > -ttable value or significance value > 0.05, then the hypothesis is accepted.
2. H_0 : If the tcount value \geq ttable value or -tcount \leq -ttable value or significance value > 0.05, then the hypothesis is rejected.

From Table 3, the calculated F-value is 15,228 with a significance level of $\alpha = 5\%$. The degrees of freedom of the numerator are 3, and the degrees of freedom of the denominator are 30-3-1 (5%; 3; 26), which produces a Ftable value of 2.98. It is known that Fcount (15,228) > Ftable (2.98), and the significance value is 0.000 < 0.05, so it can be concluded that the fourth hypothesis is accepted. This means that the variables Career Development (X1), Reward (X2), together have a significant effect on the Employee Performance Variable (Y).

Testing the Coefficient of Determination (R²)

The confirmation coefficient (R Square) is useful for identifying the extent to which the dependent variable can be explained by the independent variables in research. The results of the analysis using SPSS obtained the following results:

Table 4. Coefficient of Determination Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.753 ^a	.566	.561	.900

a. Predictors: (Constant), Shopee Ads

Source: data processed by the author, 2024

Based on Table 4, it can be seen that the confirmation coefficient R^2 (Adjusted R Square) is 0.561. This means that 56.10% of changes in employee abilities can be explained by the variables of career development, rewards) and encouragement of activities simultaneously, on the other hand it is more than 43.9 Another % is explained by other aspects, such as leadership variables and other aspects that are not included in the research variables.

4. DISCUSSION

The Influence of Career Development on Employee Performance at the STIE Professional Management College Indonesia Campus

From the research results that have been analyzed, it is known that the job development aspect has a significant influence on the abilities of employees at the STIE Professional Management College Indonesia Campus. The regression coefficient figure for the job development variable is 0.453, meaning that every increase in the weight of job development by 1 point will increase the weight of the employee's abilities by 0.453 points.

In this way, it can be concluded that if job development continues to be good, employee abilities will continue to be good, so it could be said that employee abilities can be improved by ensuring job development at the STIE Handal Management College Indonesia Campus. From respondents' answers to statements regarding job development at the STIE PMCI Campus, there are several job development factors that are not being applied enough, namely: Learning Scholarships, more open access to job development, and training courses that improve employee soft and hard skills.

The Effect of Awards on Employee Performance at the STIE Professional Management College Indonesia Campus

From the research results, the appreciation (reward) variable has a significant influence on the abilities of employees at the STIE Handal Management College Indonesia Campus. The regression coefficient figure for the activity area variable is 0.567, meaning that every increase in the weight of the activity environment by 1 basis will increase the weight of the employee's abilities by 0.567 basis. In this way, it can be concluded that if the appreciation received by employees continues to be good, the employee's abilities will also continue to be greater, which means that the abilities at the STIE Professional Management College Indonesia Campus can be improved by increasing the provision of rewards.

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The influence of career development and simultaneous provision of rewards on the performance of STIE PMCI employees

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Based on the results of the research carried out, the results of testing assumptions were obtained simultaneously using the F-test, it is known that the F-count number (15.228) > F-table (2.98) and the important level is $0.000 < 0.05$. As a result, it can be concluded that the career development variable, giving rewards simultaneously has a positive and important influence on the ability variable of the STIE PMCI Campus employees. Based on research results, it was found that the results of testing assumptions were known to be either partial or simultaneous, the variables of job development, rewards and encouragement of activities had a significant influence on the abilities of STIE PMCI Campus employees.

5. CONCLUSION

The following are the conclusions of the research results:

The initial assumption, which reported that job development had a significant influence on the abilities of employees at the STIE Handal Management College Indonesia Campus, was supported by the results of the analysis. The t-count number (5.230) is greater than the t-table (2.052), so the initial assumption can be obtained. This proves that job development has an impact on the abilities of employees at the STIE PMCI Campus. Rewards can also have an important influence on the abilities of employees at the STIE Handal Management College Indonesia Campus, also assisted by the results of the analysis. The t-count number (2, 833) is greater than the t-table (2, 052), so the second assumption can be obtained. This proves that appreciation has an impact on the abilities of employees at the STIE PMCI Campus.

The independent variables together (career development and rewards) can influence the limited variable (employee abilities) in a positive and important way, supported by the experimental results F. Fcount (15, 228) is greater than Ftable (2.98), and significance is $0.000 < \alpha$ at a significance level of 0.05, so the fourth assumption can be obtained. This proves that the independent variables jointly influence the ability of employees at the STIE PMCI Campus in a positive and significant way.

6. SUGGESTION

From the results of this research, there are several suggestions that can be put forward by the author, namely: The management of STIE PMCI should provide open access for its employees to be able to propose programs that are felt to be able to improve the skills or abilities of each employee's *job specification*. The increasing sensitivity of foundations and

management to create career development opportunities for employees, for example by promoting employees as supervisors. According to the author, what has been implemented currently is good, but the author's suggestion is that giving awards should be sustainable because continuous and sustainable awards given to employees will also have an impact on their performance. Giving employee rewards at work because employee performance will continue to increase if employees are always given motivation to work. In this case too, so that employees become better, they can finally contribute and participate to support and carry out their respective duties in order to realize the vision and mission of the STIE PMCI Campus in an effective and efficient manner.

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