The Influence of Career Development and Compensation on Employee Performance at Bank BRI Bandar Lampung Regional Office

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Abstract

The purpose of this study is to determine compensation and career development on the performance of Bank employees.BRI Regional Office of Bandar Lampung. The population in this study were employees at Bank BRI Kanwil Bandar Lampung. The sampling technique used purposive sampling and obtained a sample of 50 respondents. The variables of this study use two variables, namely dependent and independent variables. For the dependent variable (y) this study is employee performance. For the independent variables (x) include Compensation (x1), and career development (x2). Quantitative data analysis methods, using several linear regression analysis models by processing data using the SPSS 21 program.Career Development partially has a positive and insignificant effect on the Performance of BRI Kanwil Bandar Lampung Employees with a t-test value of 0.371 with a significance level of 0.712. Compensation partially has a positive and significant effect on the Performance of BRI Kanwil Bandar Lampung Employees with a t-test result of 3.365 with a significance level of 0.002.As well asCareer Development and Compensation simultaneously have a positive and significant effect on the Performance of BRI Kanwil Bandar Lampung Employees with the results of the F test with ni obtained of 11,704 with a significance level of 0.000.

Keywords: Career Development; Competency; Employee Performance, Purposive Sampling

INTRODUCTION

Company performance is a function of the results of work or activities in the company that are influenced by internal and external factors of the company. As the main asset for the company, human resources in the company must be increased in productivity by creating conditions and work environments that can encourage employees to improve their abilities and skills optimally and increase commitment to the company. In Human Resource Management there is a main target, namely the company's efforts to improve employee performance. Employee performance needs to be considered in a company or organization to find out whether the employee's work has been carried out properly, namely by evaluating employee performance. A company or organization must know whether the employee's work has been carried out properly, namely by evaluating employee performance. Performance is something that is obtained both in quality and quantity achieved by an employee to carry out his duties according to the responsibilities assigned.

According toNugraha et al (2022)One of the factors that influences employee performance is career development which is a way to realize organizational performance that aims to optimize and increase the effectiveness of work implementation by employees who are within the scope of human resource management activities. According to(Azwina & Aulia, 2021), basically career development is a way to realize organizational performance that aims to optimize and increase the effectiveness of work implementation by employees who are within the scope of HR management activities. The results of Pratiwi & Lo's (2020) study found that career development has a significant effect on job satisfaction. Furthermore, the results of Rina et al.'s (2021) study found that career development has a significant effect on job satisfaction.

In addition to career development, factors that affect employee performance are compensation. Compensation in this case is the ability of employees that is owned so as to provide the ability of workers

to work neatly and have an attitude to complete work that is in accordance with the expertise of workers in the field.(Krisnawati & Bagia, 2021). Compensation is needed by someone to perform a job role or job function well. Compensation has an important role, because Compensation concerns the basic abilities possessed by employees in carrying out their work. Compensation is closer to the abilities or capabilities that are applied and produce employees or leaders or officials who show high performance are called having Compensation. Compensation as the ability of an individual shown by good performance in his position or job(Surtiani et al., 2023).

*People's Bank of Indonesia (BRI))*is one of the largest government-owned banks in Indonesia. One of the BRI branches in Lampung is BRI Kanwil Bandar Lampung. The following is the identity of the number of employees of BRI Kanwil Bandar Lampung:

Table 1. Number of Employees Data*People's Bank of Indonesia (BRI)* Bandar Lampung Regional Office

No	Position	Amount
1	Branch head	1
2	Deputy Branch Manager	1
3	Audit	4
4	CCO	4
5	*Marketing*	15
6	*Back Office*	7
7	*Customer Service*	9
8	*Teller*	7
9	Security guard	2

Source :BankBRI Regional Office of Bandar Lampung (2024)

Based on the table above, the total number of employees at BRI Kanwil Bandar Lampung is 50 employees. At BRI Kanwil Bandar Lampung, there is still employee placement that is not in accordance with their compensation. On the other hand, BRI Kanwil Bandar Lampung employees have a career ladder for each employee. However, employee career development at BRI Kanwil Bandar Lampung employees is not going well. The employee development process for promotion takes a long time. Another thing that affects the performance of BRI Kanwil Bandar Lampung employees is the performance appraisal factor. The performance appraisal system at the company tends to be subjective. With this, it will have an impact on employee performance and become an interesting thing to study.

Based on the background description above, it can be seen that the purpose of this study is to test the effect of Compensation on the performance of BRI Kanwil Bandar Lampung employees. Testing the effect of career development on the performance of BRI Kanwil Bandar Lampung employees. Furthermore, to test the effect of career development and Compensation on the performance of BRI Kanwil Bandar Lampung employees.

Employee performance

Performance is something that is obtained both in terms of quality and quantity achieved by an employee to carry out his/her duties in accordance with the responsibilities assigned. Performance means the achievement or accomplishment of a person in relation to the tasks given to him/her. According to(Dermawan et al., 2022)Performance is the work result that can be achieved by a person or group of people in an organization according to their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, without violating the law and in accordance with moral ethics. While(Syahputra & Tanjung, 2020), said that performance is a condition related to the success of the organization in carrying out its mission which can be measured from the level of productivity, quality of service, responsiveness, responsibility and accountability. Thus it can be concluded that employee performance is the result of work carried out by an employee both in terms of quality and quantity in carrying out the responsibilities assigned to him. A person's performance is a combination of ability, effort and opportunity that can be assessed from the results of his work. Components of Employee Performance Indicators is :

1. Quality of work is showing the work results achieved in terms of accuracy, precision and skill.
2. Quantity of work is to show the work results achieved in terms of output or results of routine tasks and speed in completing the task itself.
3. Cooperation. states the employee's ability to participate and cooperate with others in completing

tasks.
4. Responsibility states how much an employee accepts and carries out his/her work.

Career Development

Career development (such as promotion) is highly expected by every employee. In practice, career development is more of an implementation of career planning as expressed by(Citta & Arfiani, 2019), that career development is a personal improvement that is done by someone to achieve a career plan. The career development process in a formal approach taken by the organization to ensure that people with the right qualifications and experience are available when needed. So that career development can be said to be a condition that shows the increase in a person's status in the organization in the career path that has been determined. Career development indicators are as follows:
1. Educational background is one of the requirements to occupy a position, education is an activity to improve mastery of theory and skills to decide on problems related to work in order to achieve goals.
2. Training is the process of teaching certain knowledge and skills as well as attitudes so that employees become more skilled and able to carry out their responsibilities better and ultimately the training can support the achievement of company goals.
3. Work experience is the level of mastery of a person's knowledge and skills which can be measured from a person's length of service.

Compensation

Compensation is a fundamental characteristic of each individual that is linked to criteria referenced to superior or effective performance in a job or situation. According to Law Number 13 of 2003, Article 1 (10) concerning employment, Compensation is an individual's ability to work in accordance with established standards including aspects of knowledge, skills, and attitudes in working. According to the Financial and Development Supervisory Agency in 2018, Compensation is something that can be measured, observed, predicted, and evaluated which is reflected in a person's work behavior which consists of a combination of knowledge, skills, and attitudes. It can also be interpreted as a determining factor for someone to display good performance. According to(Ramahdani et al., 2022), explains Compensation is expertise in carrying out tasks that are given based on skills, knowledge and support for attitudes that require the job. Meanwhile, Boulter, Dalziel, and Hilli (2019) in Sutrisno's book (2019), explain that Compensation is a basic characteristic of a person that allows them to provide superior performance in certain jobs, roles or circumstances. The indicator of Compensation is the ability to complete work based on:
1. Skills are a person's ability to act after receiving learning.
2. Knowledge is a person's understanding of a particular job.
3. Work attitude is a person's reaction, whether supporting or not supporting a particular object.

Framework

According to Sugiyono (2022) the framework is the relationship between concepts that are to be observed or measured through the research to be conducted. This study will test the influence of career development and compensation on employee performance.
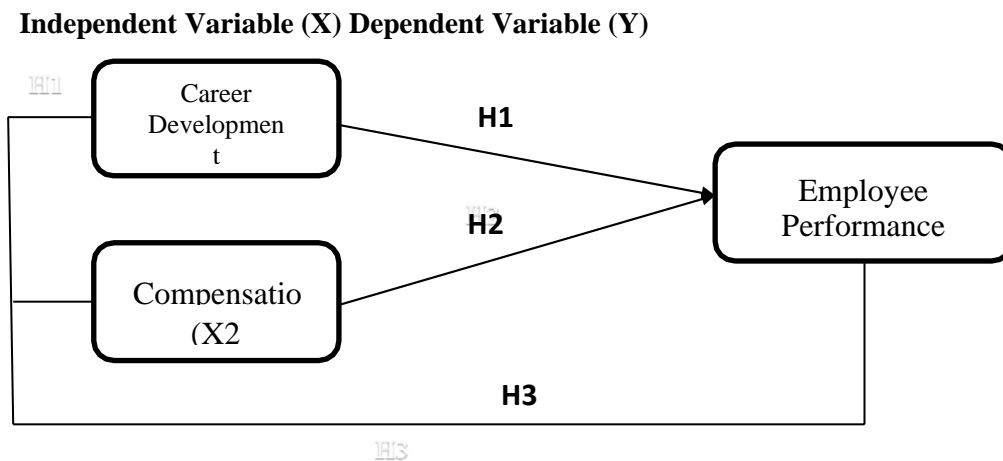
Independent Variable (X) Dependent Variable (Y)

Figure 1. Framework

RESEARCH METHODS

Research Design

This study uses the approach used in this study is a quantitative approach, namely a research method that aims to describe the influence of one or more existing independent variables, without deliberate treatment to arouse symptoms or conditions, then this research design uses multivariate correlation, namely a research design aimed at determining the influence of two independent variables (Career Development and Compensation) with one dependent variable (employee performance) based on the coefficient. According toSugiyono (2022), the quantitative research produced can be processed and then analyzed to obtain conclusions. This means that the research conducted focuses on data in the form of numbers (numeric), then the use of research methods is aimed at determining the significance between the variables studied, thus producing a conclusion in the form of a qualitative explanation that clarifies the picture of the object being studied. Quantitative research is widely used both innatural Scienceandsocial Sciences, fromphysicsAndbiologyuntilsociologyAndjournalism. This approach is also used as a way to examine various aspects ofeducation. The term quantitative research is often used in the social sciences to distinguish it fromqualitative research. So quantitative research is an investigation of social phenomena based on theory testing consisting of variables measured by numbers and analyzed by statistical procedures to ensure the truth and accuracy of the predictive generalizations of the related theory.

Operational Definition of Variables

In determining the operational definition of each variable in this study, the objective is to determine the measurements used as a basis, where the measuring instruments used are as follows:

1. Independent Variable

   The independent variable is a variable that causes or affects the dependent variable. The independent variables of this study are career development and compensation.

2. Dependent Variable

   The dependent variable (Y) is a variable whose value is influenced by the independent variable (X). The dependent variable of this study is employee performance.

Population and Sample

1. Research Population

   Population is the entire element that will be used as a generalization area. Population elements are the entire subject to be measured, which is the unit being studied. In this study, the population will be employees of BRI Kanwil Bandar Lampung. Based on the results of the researcher's pre-survey to BRI Kanwil Bandar Lampung, the number of employees working at BRI Kanwil Bandar Lampung is 50 people.

2. Research Sample

The definition of a sample explained by Sugiyono (2022) is a component of all the characteristics possessed by a population. The non-probability sampling technique with a purposive sampling approach is used by the author as a sampling technique in this study. In this study, the considerations in determining the sample are:
1. Respondents were employees who worked at BRI Kanwil Bandar Lampung for the last 3 years (2021-2023).
2. Respondents are permanent employees who work at BRI Kanwil Bandar Lampung.

Data collection technique

This data collection technique is used to obtain data that meets the established data standards, so researchers must know what data collection techniques are used. According to Sugiyono (2022), based on data sources, the use of data collection is divided into two sources, namely:
1. Primary sources are data sources that are directly obtained by data collectors without any intermediaries.
2. Secondary sources are data sources that are obtained indirectly, namely data that has been collected by other parties, not by the author himself, such as literature in the form of previous research journals.

The data sources used in this study are primary data or sources with data collection techniques in the form of questionnaires. According to Sugiyono (2022), a questionnaire is a data collection method in the form of a set of written statements given to respondents to be filled in and answered. The distribution of the questionnaire was given to BRI Kanwil Bandar Lampung employees.

Research Instruments

The data collection technique in this study is a survey method through the distribution of questionnaires, to obtain data related to the study. This data collection technique is carried out by providing a set of questions or written statements to respondents. By using the Likert Scale model answer choices consisting of five answer choices presented in the following table.

Table 3 Answer Measurement Scale

No.	Category	Score
1.	Strongly Agree (SS)	5
2.	Agree (ST)	4
3.	Quite Agree (CS)	3
4.	Disagree (ST)	2
5.	Strongly Disagree (STS)	1

Source: Sugiyono, 2022

1. **Validity Test**

   Validity test is the level of reliability and validity of the measuring instrument used. According to Sugiyono (2022), an instrument is said to be valid if the measuring instrument used to obtain the data is valid or can be used to measure what should be measured. Validity tests are carried out on question items to determine the extent to which the question can measure the object being studied. Decision-making on whether or not data is valid can be done with the following provisions:

   • If r count > r table then the question item is declared valid.

   • If r count < r table then the question item is declared invalid.

   In addition, validity testing can be done by comparing the total score (pearson correlation) with alpha 5% (0.05). If the pearson correlation value (significant) is greater than alpha, then the question item is said to be valid.

2. **Reliability Test**

   Reliability test is a tool used to measure questionnaires which are indicators of variables.(Sugiyono, 2022). If a person's answer to the question is consistent over time, the questionnaire is considered reliable. Instrument reliability is a requirement for testing the effectiveness of the instrument. The reliability test in this study uses the Cronbach Alpha formula to determine the level of instrument reliability based on research variables. The

Cronbach Alpha value of all variables is greater than 0.6 and is declared reliable, so it can be used as a research tool. The reliability test range is presented in the table below.

Table 4 Reliability Test Range

No	Mark	Information
1.	Reliability < 0.6	Not good
2.	Reliability > 0.6 - 0.7	Accepted
3.	Reliability > 0.8	Good

Source: Sugiyono, 2022

Data Analysis Techniques

1. Descriptive Statistical Analysis

Descriptive statistics are statistics used with the intention of analyzing data by describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations. Presentation of descriptive statistical data through tables, graphs, pie charts, pictograms, calculation of mode, median, mean, calculation of data distribution with calculation of average and standard deviation and percentage calculation (Sugiyono, 2022).

$$Rumus = \frac{Skor\ Tertinggi - Skor\ Terendah}{Jumlah\ Klasifikasi} = \frac{5-1}{5} = \frac{4}{5} = 0,80$$

Based on the formula above, the interval is divided into 5 parts, resulting in an interval for each part of 0.80.

2. Multiple Linear Regression Analysis

The analysis method used is a multiple linear regression model. Multiple linear regression analysis aims to predict how the condition (rise and fall) of the dependent variable (criterion) will be, if two or more independent variables as prediator factors are manipulated.(Sugiyono, 2022). So multiple regression analysis will be carried out if the number of independent variables is at least 2. The multiple regression equation is as follows: **Y = a + b1X1 + b2X2 + e**

Hypothesis Testing

1. Partial Test (t-Test)

   According toGhazali (2019), partial test is used to determine the effect of each independent variable on the dependent variable. The partial test in this research data uses a significance level of 0.05 with a significance level of 5%, so the testing criteria are as follows:
   a. If the significance value is < 0.05 and tcount > ttable, it means there is a significant influence between the independent variable and the dependent variable.
   b. If the significance value > 0.05 and tcount > ttable, it means that there is no significant influence between the independent variable and the dependent variable.

2. Simultaneous Test (F test)

   According toGhazali (2019), the joint influence test is used to find out whether the independent variables jointly or simultaneously influence the independent variables.dependent. The F statistical test in this study uses a significant level or confidence level of 0.05 or Fcount is stated > and in Ftable then all independent variables simultaneously have a significant effect on the dependent variable. So it can be explained as follows:
   a. If the significance value < 0.05 and Fcount > Ftable, then the independent variable has an effect on the dependent variable.
   b. If the significance value > 0.05 and Fcount < Ftable, then all independent variables have no effect on the dependent variable. rejected.

3. Coefficient of Determination (R2)

The determination coefficient test aims to measure the extent to which independent variables can explain the variation of related variables, both partially and simultaneously. According to Ghozali (2019), the determination coefficient is used to test the goodness-fit of the regression model. The value of this determination coefficient is between zero and one ($0 < R2, 1$) a small $R2$ value means that the ability of the independent variable to explain the variation of the dependent variable is very limited. However, if the value is close to one, then the independent variables provide almost all the information needed to predict the variation of the dependent variable

RESULTS AND DISCUSSION

Statistical hypothesis testing using SPSS data processing program version.21. The results of the research and discussion can be explained as follows:

Instrument Test Results

Instrument testing is used to determine whether a measuring instrument (questionnaire) is suitable for use in research. Research instrument testing is carried out by testing validity and reliability. The results of instrument testing can be explained as follows:

Validity Test Results

Validity testing of the Employee Compensation variable was conducted using the SPSS 21 For Windows Software program with the Pearson method which sets a critical value of 0.5. This means that if the correlation coefficient is > 0.5, then the statement item is declared valid. The test results are presented in the following table:

Table 5 Validity Test Results

Variables	Item	r count	Information
Career Development (X1)	X1.1	1	Valid
	X1.2	0.678	Valid
	X1 .3	0.790	Valid
	X1.4	0.790	Valid
	X1.5	0.790	Valid
Compensation (X2)	X2.1	0.767	Valid
	X2.2	0.767	Valid
	X2.3	0.702	Valid
	X2.4	0.767	Valid
	X2.5	0.678	Valid
	X2.6	0.678	Valid
	X2.7	0.767	Valid
	X2.8	0.702	Valid
	X2.9	0.767	Valid
	X2.10	0.678	Valid
Employee Performance (Y)	Y1	0.678	Valid
	Y2	0.767	Valid
	Y3	0.678	Valid
	Y4	0.790	Valid
	Y5	0.790	Valid
	Y6	0.790	Valid
	Y7	0.767	Valid
	Y8	0.767	Valid
	Y9	0.678	Valid
	Y10	0.678	Valid

Source: SPSS Processed Data Version 21 (2024)

Based on the table above, all statement items in the variable questionnaire are valid because the calculated t score is greater when compared to the t table which has a value of > 0.5.

Reliability Test Results

According to(Sugiyono, 2022), reliability of less than 0.60 indicates that the instrument is considered less good, if it is around 0.70 it is categorized as adequate/acceptable, whereas if more than 0.80 is said to be good. Instrument reliability testing was carried out with the help of a computer using SPSS 21 For Windows Software. The reliability testing carried out showed the following results:

Table 6 Reliability Test Results

Reliability Statistics

Cronbach's Alpha	*N of Items*
0.886	28

Source: SPSS Processed Data Version 21 (2024)

Based on the results of the instrument reliability test, it is known that the alpha value of the variable is 0.886, has an alpha coefficient > 0.8, so that all statement items are reliable and the instrument is categorized as good and can be used in research.

Descriptive Statistical Analysis of Results

Descriptive statistical processing for each variable can be seen in the following explanation:

Table 7 Descriptive Test Results

Variables	Item	*Mean*	*Std. Deviation*	Category
Career Development (X1)	X1.1	4.84	0.370	Good
	X1.2	4.88	0.328	Good
	X1 .3	4.82	0.388	Good
	X1.4	4.82	0.388	Good
	X1.5	4.82	0.388	Good
Compensation (X2)	X2.1	4.86	0.351	Good
	X2.2	4.86	0.351	Good
	X2.3	4.84	0.370	Good
	X2.4	4.86	0.351	Good
	X2.5	4.88	0.328	Good
	X2.6	4.98	0.141	Good
	X2.7	4.80	0.404	Good
	X2.8	4.82	0.388	Good
	X2.9	4.82	0.388	Good
	X2.10	4.82	0.388	Good
Employee Performance (Y)	Y1	4.96	0.198	Good
	Y2	4.96	0.198	Good
	Y3	4.96	0.198	Good
	Y4	4.96	0.198	Good
	Y5	4.98	0.141	Good
	Y6	4.86	0.351	Good
	Y7	4.94	0.240	Good
	Y8	4.90	0.303	Good
	Y9	4.96	0.198	Good
	Y10	4.84	0.370	Good

Source: SPSS Processed Data Version 21 (2024)

Multiple Linear Regression Analysis Test

The next analysis tool in this study is to use the multiple linear regression analysis test technique. This test is used to describe the relationship between independent variables (X), namely career development and compensation variables and dependent variables (Y), namely performance variables. To find out the effect of Career Development and Compensation on BRI Kanwil Bandar Lampung Employee Performance, in the study, statistical analysis can be used with multiple regression tests by including 2 independent variables, namely Career Development (X1) and Compensation (X2) on the dependent variable, namely Performance (Y): below are the results of the multiple linear regression test analysis, as follows:

Table 8 Multiple Linear Regression Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,631	4,075		7,272	,000
	Career Development	,060	,161	,059	,371	,712
	Compensation	,376	,112	,536	3,365	,002

a. Dependent Variable: Employee Performance
Source: SPSS Processed Data Version 21 (2024)

Based on table 8 which has been presented above, the equation of the multiple linear regression function in this study can be seen, namely as follows: **Y = 29.631 + 0.60 (X1) + 0.3.76 (X2)**

The following is an explanation of the regression equation above, as follows:

1. If the independent variables, namely Career Development (X1) and Compensation (X2), have a value of 0, then the dependent variable, namely Performance (Y), has a positive value of 29.631.
2. The regression coefficient value of the Career Development variable (X1) is positive, which is 0.060, so it can be concluded that if there is an increase in the Career Development variable by 1 unit, the Performance variable (Y) will also increase by 0.060. assuming the Compensation variable (constant).
3. The regression coefficient value of the Compensation variable (X2) is positive, namely 0.376, so it can be concluded that if there is an increase in the Compensation variable (X2) by 1 unit, the Performance variable (Y) will also increase by 0.376. Assuming the Compensation variable (constant).

Hypothesis Testing
Partial Hypothesis Test (t-Test)

The t-test was conducted to determine whether or not there was a partial (individual) relationship between the independent variables, namely the Career Development variable (X1) and the Compensation variable (X2) with the dependent variable, namely the Performance variable (Y).

Table 9 T-Test Results
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,631	4,075		7,272	,000
	Career Development	,060	,161	,059	,371	,712
	Compensation	,376	,112	,536	3,365	,002

a. Dependent Variable: Employee Performance
Source: SPSS Processed Data Version 21 (2024)

Based on table 9 that has been explained above, it is known that the value of each independent variable, namely the Career Development and Compensation variables, influence each other on the dependent variable, namely the Performance variable. This test is carried out by comparing the t-count value with the T-table value at a significance level of 5% ($\alpha = 0.05$) Ttable = nk-1 = 50-2-1 = 1.678. To determine the magnitude of the influence of each independent variable partially on the dependent variable is as follows:

1. H1: Hypothesis test of career development variable (X1) on employee performance (Y) Based on the calculation results obtained tcount 0.371 < ttable 1.678 with a significance level of 0.05, which is 0.712 < 0.05. This means that the career development variable partially has a positive and insignificant effect on employee performance.
2. H2: Hypothesis test of the Compensation variable (X2) on employee performance (Y) Based on the calculation results obtained, t count3.365> ttable 1,678 with a significance level of 0.05, which is 0.002 <0.05. This means that the Compensation variable partially has a positive and significant effect on employee performance.

Simultaneous Hypothesis Test (F Test)

The F test is conducted to determine whether or not there is a simultaneous (joint) relationship between the independent variables, namely the Career Development variable (X1) and the Compensation variable (X2) with the dependent variable, namely the Performance variable (Y).

Table 9 F Test Results

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	48,832	2	24,416	11,704	,000b
	Residual	98,048	47	2,086		
	Total	146,880	49			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Career Development, Compensation

Source: SPSS Processed Data Version 21 (2024)

Based on Table 9 which shows that the F Test can be done by comparing the F count with the F table value at a significance level of 0.05. The F count value is 10,538 and F table with df1 = k-1 (df1 = 3-1 = 2), then the degree of numerator is 3 and df2 = nk (df2 = 50-3 = 47) for the degree of denominator, then the F table is 3,195, meaning F count > F table, namely 11,704 > 3.195. The significance value of 0.000 <0.05, then Ho is rejected and Ha is accepted. From the results of the F test, it can be concluded that the Hypothesis (H0) is accepted, namely the career development and Compensation variables together have an influence on the performance of BRI Kanwil Bandar Lampung employees

Coefficient of Determination

The determination coefficient test is intended to determine how significant the percentage contribution of the influence given by the independent variables, namely Career Development (X1) and Compensation (X2) together (simultaneously) to the dependent variable, namely Performance (Y). To determine the value of the determination coefficient in this study, it can be seen from the results of the SPSS version 21 output which has been explained below, as follows:

Table 10 Results of Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,577a	,332	,304	1,444

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

Source: SPSS Processed Data Version 21 (2024)

Based on table 10 which has been presented above, the following can be seen:
It is known that the R square value = 0.332. then it can be concluded that the magnitude of the influence of the Career Development (X1) and Compensation (X2) variables simultaneously on employee performance is 33.2%. This means that 33.2% of employee performance is obtained from Career Development and Compensation. While the remaining 66.8% is influenced by other independent factors or variables that are not discussed in this study.

Discussion Results

This study discusses the variables of Career Development (X1) and Compensation (X2) in influencing performance. In this study, indicators can be obtained that show how Career Development and Compensation influence the performance of BRI Kanwil Bandar Lampung employees. The sample in this study was 50 respondents from BRI Kanwil Bandar Lampung employees.

The Influence of Career Development on the Performance of BRI Bandar Lampung Regional Office Employees

Based on the results of the partial test (T-Test) that has been done previously, it resulted that partially (individually) the Career Development variable (X1) has a positive and insignificant effect on Employee Performance (Y) of BRI Kanwil Bandar Lampung. So it can be concluded that Career Development does not affect employee performance, this can be seen from the results of the t-test with a calculated t value obtained of 0.371 with a significant level of 0.712 so that Hypothesis 1 (H1) in this study is rejected.

The company must provide career development programs for employees so that employees can improve their knowledge, abilities and skills in carrying out their work so that employee performance increases. The existence of such training will create high employee performance so that it can support the success of the company. With sufficient career development programs, employees will increasingly understand and master their profession. So that it can create benefits for the employees themselves and benefits for their companies.

According toRamahdani et al (2022)Career development is an important activity in the education process in which there is a learning process carried out in the short term, aimed at improving knowledge, attitudes and skills, so that they are able to face work in the organization so that company goals can be achieved. Thus, training is very important in activities to improve current performance and future performance. The results of the study are in line with the results of the studyThe Last Supper (2024)resulted that Career Development had a negative and insignificant effect on Employee Performance. And the researchHapsoro et al (2022)resulted in Career Development having a negative and insignificant effect on Employee Performance.

The Influence of Compensation on the Performance of BRI Regional Office Employees in Bandar Lampung

From the results of this study, it is proven that Compensation (X2) partially (alone) has a positive and significant effect on Performance (Y) on BRI Kanwil Bandar Lampung employees. So it can be concluded that Compensation (X2) affects employee Performance. This can be seen from the results of the t-test with a calculated t value of 3.365 with a significance level of 0.002. so that Hypothesis 2 (H2) in this study is tested and accepted.

This can be seen from the highest respondent's response regarding the ability of employees to work together with other employees. It can be concluded that the more compact the employees are in completing the work, the faster the work is completed. The research results are in line with the research resultsThe Last Supper (2020)resulted that Compensation has a positive and significant effect on Employee Performance. And the researchThe Last Supper (2019)results show that compensation has a positive and significant effect on employee performance.

The Influence of Compensation on the Performance of BRI Regional Office Employees in Bandar Lampung

Based on the results of the simultaneous test (F test) that has been done previously, it resulted that simultaneously (together) the variables of Career Development (X1) and Compensation (X2) have a positive and significant effect on Employee Performance (Y) of BRI Kanwil Bandar Lampung. So it can be concluded that Career Development and Compensation have an effect on Employee Performance. This can be seen from the results of the F test with ni obtained at 11,704 with a significance level of 0.000. so that Hypothesis 3 (H3) in this study was tested and accepted.

The results of this study are also in line with research conducted byRamahdani et al (2022)From this research, it was found that Career Development and Compensation have an influence on employee performance. And the research(Nugraha et al., 2022)This study found that Career Development and Compensation have an influence on Employee Performance.

CONCLUSION

Based on the results of the analysis and discussion of data that has been carried out regarding the influence of career development and compensation on employee performance atBankBRI Regional Office of Bandar Lampung., then it can be concluded that:

1. Career Development has a partial positive and insignificant effect on the Performance of BRI Bandar Lampung Regional Office Employees.
2. Compensation has a partial positive and significant effect on the performance of BRI Bandar Lampung Regional Office employees.
3. Career Development and Compensation simultaneously have a positive and significant effect on the Performance of BRI Bandar Lampung Regional Office Employees.

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