



Analysis Of Career Development And Human Resource Training On Employee Performance At Universitas Dirgantara Marsekal Suryadarma

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Abstract: This study aims to analyze career development and human resource training on employee performance at Marshal Suryadarma Aerospace University. Career development and human resource training is one of the most important activities in an organization. Training opportunities help employees to be able to enrich their knowledge and career development towards improving performance. This research uses a qualitative method with a literature review approach. The results of this literature review are career development and human resource training need to be implemented fairly, transparently and evaluated to determine the quality results of the implementation of the development and training program.

Keywords: Career Development, Human Resources Training, Employee Performance.

INTRODUCTION

Human Resources (HR) are people who work to staff or operate an organization within the company. In other words, human resources are people who work in an organization or company to move the wheels of the organization or company. To be able to achieve the success of a company or organization, reliable and competent human resources or employees are needed. According to Ansah and Rita (2019), employees are the main asset of every organization because they have a very important role in the success of the company. On this basis, it is very important for human resources to pay attention to good management and their abilities or competencies. Every resource in the organization must have good abilities to be able to improve performance. To be able to create reliable human resources, organizations can prepare training and development.

According to Cashmere (2016), states that "if employees get good training and smooth career development, performance will increase". Training is an organizational way to improve employee competence through various training

programs. According to Noe (2017: 248) that companies that conduct training tend to have more positive human resource outcomes and greater performance results. Not only training is an important part of an organization, another factor that affects employee performance in the organization is career development.

Training and development is very important in organizations, the higher the quality of human resources, the better the resulting performance. By doing career development, it will improve employee performance to achieve the next career level. According to (Busro, 2018), career development is an effort carried out by every employee or organization to spur himself to do his best in serving and improving his abilities or skills in carrying out the main tasks and functions of the organization and all work.

According to Sutrisno (2016: 172) "Performance is the result of employee work seen from the aspects of quality, quantity, work time, and cooperation to achieve the goals set by the organization". other than that, according to Mangkunegara (2006) "Performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". The conclusion from the above theories is that the work results produced by employees go through several aspects and stages that must be passed to improve the performance of these employees. Therefore, performance is an important factor so that an organization can run and achieve goals.

Universitas Dirgantara Marsekal Suryadarma (UNSURYA) is a private university under the auspices of the Air Force, located in the Halim Perdana Kusuma area, East Jakarta, DKI Jakarta. The early history of Dirgantara Marshal Suryadarma University was in 1987-1989 under the name Institut Teknologi Dirgantara, where the Air Force had the desire to establish a university. Through the "Adi Upaya Foundation" (YASAU), the Dirgantara Institute of Technology was established by opening three initial majors, namely Aviation Logistics Engineering, Aeronautics Engineering, Aviation Electrical Engineering. On May 19, 1989, the Minister of Education and Culture of the Republic of Indonesia granted registered status and changed the name of the Dirgantara Institute of Technology to the Dirgantara College of Technology (1989-1998), the college became the first Aerospace Higher Education Institution in Indonesia.

Adi Upaya Foundation developed the educational institution from a College to a University under the name Suryadarma University (UNSURYA) in 1999-present. The development was applied by establishing several new faculties of a general nature (not related to aerospace). Currently, Marshal Suryadarma Aerospace University itself has around 135 permanent employees and lecturers. The university has been established for 23 years, of course in its development and journey there are many challenges faced until now. One of the challenges faced by the university is human resources, to be able to survive and develop until now, of course, human resources need to be improved in terms of intellect and attitude. Career development and training of human resources will certainly create the face of the university to the community.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

No.	Author	Research Title	Previous Research Results	Similarities with This Article
1.	Reni Juwita	Analisis Pengaruh	There is no	Researching



	(2019)	Pelatihan Dan Pengembangan SDM Terhadap Kinerja Pada Pegawai BPS Kabupaten Ogan Ilir	significant influence between training on performance on employees BPS Kabupaten Ogan Ilir	about Training
2.	Vania Yuswanto Teja dan Adrie Oktavio (2019)	Pelatihan Dan Pengembangan Karir Serta Pengaruhnya Terhadap Peningkatan Kinerja Karyawan The St. Regis Bali Resort	There is a positive and significant influence between training and career development on employee performance.	Researching career development and training
3.	Tabita Ratih Sekar Arum dan Dyah Ayu Puri Palupi (2023)	Pengaruh Disiplin Kerja, Pengembangan Karir Dan Pelatihan Sumber Daya Manusia Terhadap Kinerja Karyawan (Studi Kasus: Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia (Bkpsdm) Kota Surakarta)	Training and career development have a significant impact on employee performance.	Researching career development and training
4.	Fildzah Putri Ramadhani dan Dudung Abdurrahman (2018)	Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia terhadap Kinerja Karyawan PT Dirgantara Indonesia (Persero) Bandung	Training and development of human resources has a significant effect on employee performance at PT Dirgantara Indonesia	Researching about training
5.	Videntus Tania, Andi Syarifuddin, dan Andi Badrusaman (2021)	Analisis Pelatihan dan Pengembangan Kerja Terhadap Kinerja Pegawai pada Kantor Sekretariat Daerah Kabupaten Gowa	There is a negative and insignificant effect of training on employee performance. And there is a positive and significant effect of the development variable on employee	Researching about training

			performance.	
6.	Diah Hanggraeni (2019)	Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan (Studi pada PT. Bank Mandiri (Persero) Tbk. Bontang	Training and development of human resources conducted at PT. Bank Mandiri (Persero) Tbk. Bontang has been good in influencing the performance of its employees.	Researching about training
7.	Abraham Samuel Kaengke, Bernhard Tewel, dan Yantje Uhing (2018)	Pengaruh Pengembangan Karir, Pelatihan Dan Motivasi Terhadap Kinerja Karyawan Pada PT Air Manado	Career Development, Training and Motivation simultaneously affect Employee Performance PT. Air Manado	Researching career development and training

Table 1. Relevant previous research

Based on the background, this research was conducted to analyze career development and employee training at Universitas Dirgantara Marsekal Suryadarma. Information regarding career development and training of current employees is collected from employee representatives in the element. To find out how career development and human resource training affect employee performance in the element Universitas Dirgantara Marsekal Suryadarma, We conducted this research with qualitative methods and literature review. This research was made to find out whether training and career development have a significant effect on employee performance in the company Univesitas Dirgantara Marsekal Suryadarma.

METHODS

The author implements a qualitative approach to describe and analyze the problems in a case that the author is researching. This method is used because it is interpreted according to the researcher's own thoughts, and allows a thorough examination of the object (Sugiyono, 2013). Thus it is hoped that the object studied with qualitative research methods with a literature review approach will be able to answer a number of questions about the topics discussed in this study. The data collection techniques carried out are using literature review from various previous studies, conducting interviews with several employee informants from the company Universitas Dirgantara Marsekal Suryadarma. In addition, in conducting research, researchers use literature studies from various scientific journal references as a reference and then compare them with findings in the field. After the data collection was carried out, then continued with the analysis process to solve the problems contained in the research through drawing conclusions from the data that had been obtained. Furthermore, a discussion can be carried out regarding the results of the research.

According to Mondy & Joseph J. (2016), there are several types of training and development methods, namely:

1. Classroom method, where the instructor physically stands in front of all employees, the instructor can deliver information in person.
2. E-learning is online training using technology-based tools.
3. Case study is where employees learn to solve a case and learn from it.
4. Behavioral modeling is a method by imitating the behavior of others.
5. Role-play is a method that asks participants to respond to specific problems that may be encountered in real-world work.
6. Training games is a method that uses games to encourage participant involvement, thus increasing employee knowledge.
7. In basket training is a training method that requires trainees to prioritize each specific situation before making a decision, which is quite useful to help predict successful performance in management jobs. On-the-job-training (OJT) is a method that allows an employee to learn job tasks by actually performing them.

RESULT AND DISCUSSION

Career development in a company is needed by employees and companies are obliged to implement. To achieve organizational goals, the organization is obliged to provide assistance in terms of human resource development to improve the quality of employees. The career development program aims to improve the quality of employees in terms of providing success in achieving company goals. Marshal Suryadarma Aerospace University in terms of efforts to develop the careers of its employees has carried out several activities which are held regularly every three months with different activities. In its implementation, the element applies the value of fairness and transparency in terms of career development so that the result is an increase in the performance of elemental employees has occurred over the development. The purpose of this is to provide a sense of comfort and trust in the dedication that has been made to improve the element itself. According to Desler (2020), the implementation of development is carried out by implementing the following strategies:

1. Strategy's Role Management Development, which is a management development method carried out in line with the company's strategic plan.
2. Candidate Assessment and the 9-Box Grid, namely in the context of employee development to fill higher positions carried out by applying assessments and 9 competency boxes.
3. Managerial On the Job Training and Rotation, which is development in the work environment that can be done through coaching, action learning, stretch assignments (encouraging employees to complete work beyond their comfort zone).
4. Off the Job Management Training and Development Techniques, which are development methods carried out outside the work environment through seminars, programs at universities/campuses, role plays, corporate universities (internal development centers), executive training, SHRM (Society for Human Resource Management) certification learning systems.

Based on the information that the author can that the element already has and runs a career development strategy for employees. However, according to the author, the strategies and methods according to Desler are

complete enough to be implemented. Because the strategy has talked about the company line which must be in accordance with applicable company rules, especially to achieve the goals of the company. The employee assessment method is also important to measure how much knowledge has been developed whether it can achieve company goals properly and quickly. In addition, the assistance of developing insight into a problem by sharing to find the best solution is also one of the important points so that if the whole method has been passed, it will produce a brilliant person or employee and employees can work creatively, effectively, intelligently, and professionally so that performance improvement will occur. With the creation of brilliant employees, the company must pay attention to their welfare, so that employees feel more valued and can be more loyal to the company.

Training programs in companies are no less important, because training can increase the ability and expertise of employees in carrying out their work and self-development so as to improve performance. According to Dessler (2020), training programs can be carried out through:

1. On the Job Training is a training method by training someone to learn a job while doing it.
2. Apprenticeship Training, a method of training conducted through a combination of formal learning and long-term training and usually under the supervision of an expert in the field.
3. Informal training includes meetings, trainings, attending conferences, searching for information on the internet, working with customers, job rotation, reading books and journals, etc.
4. Work Instruction Training is to create steps in completing the work.
5. Lectures or lecture method by giving lectures to the trainees.
6. Programmed Training is a systematic method of teaching job skills that involves presenting questions or facts that allow the trainee to respond and provide feedback.
7. Behavioral Modeling is a training technique where trainees are asked to mimic good management techniques and then given feedback on their role.
8. Audiovisual-based training through DVDs, movies, audio tapes to simulate problems and reactions to various problems encountered in completing work.
9. Vestibule Training is workplace simulation training conducted outside the workplace that is similar to actual conditions.
10. Electronic Performance Support Systems (EPSS), is any computer software program or component that improves the user's performance. By using such a system, an employee, especially a new employee, is often not only able to complete his or her work more quickly and accurately, but, as an added benefit, will also learn more about the employer's work and business. EPSS as a computerized tool and display used for training.

From the above, providing training to company assets is a very good thing because it is an investment. With the implementation of training, it will have an impact on increasing knowledge and knowledge or expertise and ability to carry out work. In line with this, the element has implemented training for its employees which aims to create competent employees and thus improve their performance. There are many strategies and methods for companies to be able to implement training for their employees. If the company wants to survive, develop, and progress, then never hesitate to invest in knowledge to employees. Indeed, what the company has given to employees if it is good and has a positive impact on

employees, then employees will be more loyal and effective in improving work performance to achieve the goals of the company.

CONCLUSIONS

Career development and human resource training will have an impact on improving employee performance. Elementya has made a long-term investment in the company by developing and training employees so that elementya employees can work well, be loyal, and be able to innovate to advance the company. Moreover, Elementya is a company engaged in education, so the assets needed by Elementya must be improved in order to produce new assets for humanity.

ACKNOWLEDGEMENT

The final word the author realized that in the writing of this journal is still far from perfection. Therefore, the authors invoke suggestions and criticisms which is build for the sake of perfection.

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