# The Influence Of Career Development And Job Placement On Employee Performance At Corporation Of Delta Trasindo Utama In Jakarta

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**Abstract:** This study aims to know the effect of career development and work placement on employee performance at Corp. Delta Tasindo Utama in Jakarta. The method used is Explanatory Research with analysis technique using statistical analysis with regression testing, correlation, determination and hypothesis test. The finding of the career development has a significant effect on employee performance of 41.7%, hypothesis test obtained t count> T table or (8,193> 1.985). The work placement has a significant effect on employee performance of 37.5%, the hypothesis test obtained t counts> T tables or (7.515> 1.985). Career development and work placement simultaneously have significant effect to the employee performance with regression equations Y = 12,023 + 0.369x1 + 0.340x2 and contribution of influence by 49.4%, hypothesis test obtained F Count> F table or (45,488> 2,700).

**Keywords**: Career Development, Job Placement, Employee Performance.

## INTRIDUCTION

### 1.Background of the problem

Employee Performance In general is a work manifestation undertaken by employees that are usually used as a basis or assessment reference of employees within an organization. Good performance is a step to go to the achievement of organizational goals therefore, performance is also a means of decision in achieving organizational goals so it is necessary to enhance employee performance.

Every company in doing its activities certainly has the purpose of being achieved, to achieve or realize the purpose of each company must be clever in choosing strategy, especially is the planning of human resources that is essentially focused on certain steps taken by management. At the availability of a labor to occupy the position and the right

time in order to achieve the objectives and various targets set.

They understand the work as something noble so that the factor of human resources in the implementation of work musn't not be ignored. This is seen from the less of the demand for paying attention to human aspects not only focused on aspects of technology but also economy. Competition in the work is boosting the companies to continue improving performance, so it can achieve the company's goal that gives profit (benefits) and benefit to the community. To achieve the company's goal effectively. of course, the quality of human resources (labor) must be qualified and in accordance with the current field.

Corp. Delta trasindo utama in Jakarta is a company engaged in the providing spare part of cranes. The company in improving its productivity performs an activity form like labor placement or employees who have different competent levels. This difference in ability is determined based on the recruitment and qualification (qualification) of the company. Even the promotion of the position itself is determined based on the placement itself. The work placement is one of the important factors that musn't not be ignored in achieving the company's goal. If the company puts the employee in place that is not its expertise then the employee performance will not be maximal so that the company's objectives are not effective and inefficient.

Performance and employee placements are very influential on the achievement of corporate goals. If employee placements correspond to its expertise, the employee performance will be maximal so that the company's goal can be achieved. In addition, in an increase of labor (employees) there is another aspect to achieve the goal of the company that is the development of employee career (Career Development). When employees do the same thing and repeatedly,

It will have a bad impact that the employee will experience saturation in work. To prevent it needed a process of employee career development. Where, according to Hasibuan, Malayu SP, 2004: 69 Career development is an attempt to improve technical, theoretical, conceptual and moral employment according to the needs of work / position through education and exercise.

According to Mangkunegara (2016: 75) "The performance is the work result both quality and the quantity achieved by an employee in carrying out its duties in accordance with the responsibilities given to him"

## 2.Problem Solving
A.Is there the influence between career development on employee performance at Inc. Delta Trasindo Utama in Jakarta?

B. is there an influence between the work placement on employee performance at Inc. Delta Trasindo Utama in Jakarta?

C. is there a simultaneous effect between career development and work placement on employee performance at Inc. Delta Trasindo Utama in Jakarta?

## 3. The Research  purpose
A.To know the effects of career development on employee performance at Inc. Delta Tasindo Utama in Jakarta.

B.To know the effects of employment placement on employee performance at Inc. Delta Tasindo Utama in Jakarta.

C.To know the simultaneous effects between career development and employment placement on employee performance at Inc. Delta Tasindo Utama in Jakarta.

# LITERATURE REVIEW

## 1.Career development

Career development according to Rivai (2015: 65) explains that "career development is the process of improving the ability of individual work achieved in order to achieve the desired career". Career development is expected by every employee because they will get the rights to what obtained before either material and non material. "

## 2.Employment placement

According to Wilson bangun (2012: 159) defines "placement) related to the adjustment of one's ability and talent with the work to do. A significant manager's task to put people according to the right job. Someone is given jobs according to the knowledge, skills, and capabilities required by the job requirements ".

## 3.Employee Performance

According to Mangkunegara (2016: 75) The understanding of "performance is the work result both the quality and quantity achieved by an employee in carrying out its duties in accordance with the responsibilities given to him".

# RESEARCH METHODS

## 1.The population

population in this study is amounted to 96 respondents Inc. Delta Tasindo Utama in Jakarta

## 2.The sample

sample in this study is amounted to 96 respondents.

## 3. Type of research

The type of research used is associative, where the goal is to know the effect of between free variables to the bound variables  both partially and simultaneously

## 4.The method of data analysis

In analyzing data used instrument test, classical assumption test, regression, coefficient of determination and hypothesis test.

# THE RESULT OF RESEARCH
## 1.Discriptive analysis

this test is used to know the minimum and maximum score, mean score and standard deviation from each variable. The result is As the following:

The table of Discriptive Statistics analysis result

### Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| career development(X1) | 96 | 31 | 48 | 37.96 | 3.981 |
| Placement work (X2) | 96 | 31 | 44 | 37.90 | 3.487 |
| employee performance (Y) | 96 | 32 | 46 | 38.92 | 3.386 |
| Valid N (listwise) | 96 | | | | |

Career development obtained a minimum variance of 31 and the Maximum variance of 48 with mean score of 3,798 with a standard deviation of 3.981.

The job placement was obtained by a minimum variance of 31 and the Maximum variance of 44 with mean score of 3,790 with a standard of deviation 3,487.

Employee performance is obtained a minimum variance of 32 and the Maximum variance of 46 with mean score of 3.892 with standard deviation 3,386.

### 2.Verification analysis.

this analysis is intended to know the effect of independent variable to dependent variable. The test results is the following:

### a.Multiple linear regression analysis

This regression test is intended to know the change of dependent variable if independent variables change. The test results is the following :

the table of the multiple linear regression testing results

**Coefficients[a]**

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1  (Constant) | 12.023 | 2.878 | | 4.177 | .000 |
| Career development(X1) | .369 | .079 | .433 | 4.683 | .000 |
| Job placement(X2) | .340 | .090 | .350 | 3.786 | .000 |

a. Dependent Variable: Kinerja Karyawan (Y)

Based on the test results on the table above, obtained regression equations Y = 12.023 + 0.369x1 + 0.340x2. Its equation is described as follows:

1.The constant of 12.023 is defined if there are no career development and work placement,so that there has been an employee performance of 12.023 points.

2.Regretion coefficient of Career development is 0.369, this positive number has meaning that there is career increasing of 0.369 then employee performance will also increase by 0.369 points.

3.Job placement regression coefficient  of 0.340, this positive number means that every increase of job placement of 0.340 then the employee performance will also increase by 0.340 points.

### B.Correlation coeffcent analysis

The analysis of correlation coefficient is intended to know the strenght level of the relationship of independent variables to dependent variable both partially and simultaneously. The test results is the following :

Table of the  testing result of development correlation coefficient on employee performance.

**Correlations[b]**

| | | Career developme nt(X1) | Employee performance( Y) |
|---|---|---|---|
| Career development (X1) | Pearson Correlation | 1 | .645** |
| | Sig. (2-tailed) | | .000 |
| Employee performance (Y) | Pearson Correlation | .645** | 1 |
| | Sig. (2-tailed) | .000 | |

Based on the test results obtained correlation value of 0.645 means that career development has a strong relationship to employee performance.

Table of the correlation coefficient testing result on employee performance.

**Correlations**[b]

| | | job placement (X2) | Employee performance (Y) |
|---|---|---|---|
| Job placement(X2) | Pearson Correlation | 1 | .613** |
| | Sig. (2-tailed) | | .000 |
| Employee performance (Y) | Pearson Correlation | .613** | 1 |
| | Sig. (2-tailed) | .000 | |

Based on the test results obtained correlation value of 0.613 means that the work placement has a strong relationship on employee performance.

Table of correlation coefficient testing result of career development and work placement simultaneously on employee performance.

**Model Summary**

| Mod el | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .703[a] | .494 | .484 | 2.433 |

a. Predictors: (Constant), Penempatan kerja (X2), Pengembangan karir (X1)

Based on the test results obtained correlation value of 0.703 means that career development and work placement simultaneously have a strong relationship to employee performance.

### C.Determination coefficient analysis

The analysis of the determination coefficient is intended to know the percentage of influence from independent variables to dependent variable both partially and simultaneously. The test results is the following :

Table of determination coefficient testing result of career development on employee performance.

**Model Summary**

| Mod el | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .645[a] | .417 | .410 | 2.600 |

a. Predictors: (Constant), Career development(X1)

Based on the test results obtained the determination value of 0.417 means that the career development has an influence contribution amount of 41.7% to employee performance.

Table 7.determination coefficient testing result of work placement on employee performance.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .613ᵃ | .375 | .369 | 2.691 |

a. Predictors: (Constant), Penempatan kerja (X2)

Based on the testing results obtained the determination value of 0.375 means that the work placement has an influence contribution of 37.5% on employee performance.

Table of the determination coefficient testing result of career development and work placement on employee performance.

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .703ᵃ | .494 | .484 | 2.433 |

a. Predictors: (Constant), jon placement (X2), Career development (X1)

Based on the testing results obtained the determination value of 0.494 means that career development and work placement simultaneously have an contribution of impact of 49.4% toward the employee performance, while the remaining 50.6% influenced by other factors.

**D.Hypothesis test**

**Partial hypothesis test (T test)**

Hypothesis test with T test is used to know which partial hypothesis is accepted.

The first hypothesis: There is a significant influence between career development on employee performance.

Table of the hypothesis testing result of career development on employee performance.

**Coefficientsᵃ**

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 18.078 | 2.557 | | 7.070 | .000 |
| Career development (X1) | .549 | .067 | .645 | 8.193 | .000 |

a. Dependent Variable: employee performance (Y)

Based on the testing results on the table above, the value of t count> T table or (8,193> 1.985), thus the first hypothesis filed has a significant effect between the career development on the employee performance accepted.

Table of the hypothesis testing results of employment placement on employee performance.

**Coefficients<sup>a</sup>**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 16.370 | 3.013 | | 5.433 | .000 |
| | Penempatan kerja (X2) | .595 | .079 | .613 | 7.515 | .000 |

a. Dependent Variable: Kinerja Karyawan (Y)

Based on the testing results on the table above, obtained the t counts> T table or (7.515> 1.985), thus the second hypothesis filed has a significant influence betweeb employment placement on employee performance received

**The simultanous hyphotesis test ( f test)**
Hypothesis test with F test is used to know which simultaneous hypothesis is accepted.
The third hypothesis has significant influence between career development and work placement on employee performance.

Table of the hypothesis testing result of career development and work placement on employee performance.

**ANOVA<sup>a</sup>**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 538.675 | 2 | 269.337 | 45.488 | .000<sup>b</sup> |
| | Residual | 550.658 | 93 | 5.921 | | |
| | Total | 1089.333 | 95 | | | |

Based on the testing results on the table above, the value of F Count> F table or (45,488> 2,700), thus the third hypothesis filed has a significant effect between the development of career and the work placement on employee performance received.

**DISCUSSION OF RESEARCH RESULT**
**1.The  influence of career development on work performance**

Career development has a significant effect on employee performance by correlation of 0.645 or has a strong relationship with the contribution of influence by 41.7%. Hypothesis test obtained the value of t count> T table or (8,193> 1.985). Thus the first hypothesis filed has a significant effect between career development on employee performance received.

**2.The influence of job placement on employee performance**
The work placement has a significant effect on the employee performance with correlation of 0.613 or has a strong relationship with the influencee contribution by 37.5%. Hypothesis testing obtained the value of t count> T table or (7.515> 1.985). Thus the second hypothesis filed has a significant effect between the work placement on the employee performance received.

**3.The effect of career development and work placement on employee performance**

Career development and work placement have a significant effect on employee performance by regression equations Y obtained = 12,023 + 0.369x1 + 0.340x2, correlation value of 0.703 or have a strong relationship with the contribution of influence by 49.4% while the remaining amount of 50.6% influenced with other factors. Hypothesis test obtained the value of F Count> F table or (45,488> 2,700). Thus the third hypothesis filed that there is a significant effect between career development and work placement on employee performance received.

**CONCLUSSION AND SUGGESTION**

**1.Conclussion**

A.Career development has a significant effect on employee performance with the contribution of influence by 41.7%. Hypothesis test obtained is the value of t count> T table or (8,193> 1.985).

B.The work placement has a significant effect on employee performance with the contribution of influence by 37.5%. Hypothesis test obtained is the value of t count> T table or (7.515> 1.985).

C.Career development and work placement have a significant effect on employee performance with the contribution of influence by 49.4% while the remaining amount of 50.6% influenced by other factors. Hypothesis test obtained is the value of F Count> F table or (45,488> 2,700).

**2.Suggestion**

A.The Company must enforce the rules well in accordance with the applicable rules to ensure that employees are treated fairly.

B.Companies must always buck up and spreading appreciation to ensure employees have high-working spirit.

C.Company performance can be improved by empowering employees with enforcing good rules and promotion.

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