

Does Career Development Effect on Professionalism? : A Case Study of State Civil Apparatus in Indonesia

Dedi Iskamto

Sekolah Tinggi Ilmu Ekonomi Riau, Pekanbaru, Indonesia
Deditaba@gmail.com

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ABSTRACT

The purpose of this study was to determine the effect of Career Development on the professionalism of employees' work. In analyzing the data obtained from this study, the author uses linear regression method, hypothesis testing using SPSS software version 26. From the partial test results show that career development has a significant effect on Employee Professionalism. Based on the calculation of the coefficient of determination (R^2) of 0.782. This means that the Career Development variable has an effect of 78.2% on the Professionalism of Employees' Work. While the remaining 21.8% is influenced by other variables outside of this study.

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INTRODUCTION

Human resources are expected to be able to process other resources that can support the achievement of the organization's vision. The above descriptions can be considered in every field of the organization or agency. Thus it takes some effort or strategy that can develop a variety of knowledge of each element in the organization (Iskamto, 2012; Marlinda, 2021; Yadewani & Wijaya, 2021). The professionalism of the apparatus is very decisive for the creation of good service to the community. Civil servants as elements of the state apparatus and public servants have a very important role in development to create a civil society that is law-abiding, modern civilized, democratic, prosperous, just, and has high morals, provides services fairly and equitably to the community, maintains national unity and integrity. (Alhempri et al., 2021; Iskamto, Karim, et al., 2020).

In practice, civil servants in general still have many shortcomings, namely not complying with employee discipline regulations, so that it can hinder the smooth running of government and national development, among others, is the existence of a civil service spirit by thinking according to the habits of the section, not in a harmonious unit but in a separate unit. , has a different shape and style and lacks respect for punctuality (Bakhri, 2021; Iskamto, 2022; Iskamto et al., 2021). If staffing has such characteristics, it will have a negative impact on the work performance of the civil servant concerned because there is no development of mindset and cooperation in an effort to improve performance for the better. To further enhance the role of civil servants as government apparatus to be more efficient and effective in carrying out general government and development tasks, these employees must be trained as well as possible. The effectiveness and efficiency of every civil servant must always succeed in carrying out his duties in an empowered and effective manner by prioritizing services to the community which in turn increases professionalism and welfare. Several studies have

shown that career Career Development has a significant effect on employee performance(Andriani, 2019; Iskamto, Puspa Liza Ghazali, et al., 2020; Kambey & Suharnomo, 2013; Mufidah, 2018; Pramono, 2012). There is also research that shows that career Career Development has no effect on employee performance(Saehu, 2018). However, from various literature studies, no research was found. This research tries to explore how exactly does career Career Development affect employee professionalism. So scientifically this research is a renewal of research.

LITERATURE REVIEW

Employee Development

Even though human resources in every organization have gone through a good selection stage, in carrying out their duties and responsibilities they still always face problems that they cannot solve on their own (Wibowo, 2011: 165). The development of human resources is very much needed in improving the quality of performance, as is the case with civil servants (PNS). They have a big role in achieving the ideals of the nation. Apart from aiming to improve the quality of performance, Career Development for employees also aims to improve discipline, develop their careers and ethics. The Career Development can be done for various purposes and also in different directions. According to Mitfah Thoha (2012: 10), Career Development is a better action, process, result, or statement. In this case it shows progress, increased growth, evolution of various possibilities, developing or increasing something. According to Mathis (2010: 112), Career Development is a process by which people achieve certain abilities to help achieve organizational goals. Therefore, this process is related to various organizational goals, Career Development can be viewed narrowly or broadly.

According to Ivancevich (2012: 46), defines Career Development as an effort to improve employee performance in their current job or in other work that will be carried out. Failure to achieve what is expected will greatly affect a person's condition both psychologically and mentally so that a person does not experience depression and this is very helpful so that what is planned can be achieved properly. Career Development for everyone in general has the same goals and benefits, namely forming character and personality (Srijanti et al, 2012). Career Development is also needed in order to create disciplined human resources, without good discipline it will be difficult for organizations to achieve optimal results (Fathoni, 2010: 172). The benefits of fostering civil servants are to create an image of civil servants who are full of loyalty and obedience to Pancasila, the 1945 Constitution, a united state and government, good mentality, authoritative, efficient, effective, clean, high quality and aware of responsibilities as elements of the state apparatus, state servants and public servants. In short, the goal is to create perfect civil servants (Wursanto, 2011: 12).

Types of Career Development

Discipline comes from the Latin "disciplina" which means training or education of decency and spirituality as well as character development. This emphasizes assistance to employees to develop a proper attitude towards their work (Moekijat, 2011: 139). Discipline is a form of training that enforces agency or company regulations. In an agency there are several things that are done to enforce employee discipline (Maltis, 2013: 283), including:

1. *Counseling*
2. *Written Documentation*
3. *Last Warning*
4. *Stopping*

Employees who are not disciplined can also be caused by weak employee career development. Employees whose careers do not develop are ultimately undisciplined against existing regulations, in this case an initiative is needed from the leadership to pay attention to the condition of their subordinates. Career is a sequence of positions related to the work occupied by a person throughout his life, human pursuit of a career is to meet individual needs in depth. Career development emphasizes the importance of the role of employees to pay attention and even take responsibility for the position they have. Career Career Development aims to develop employee careers, thus there are several career development options (Usmara, 2012: 278 .).)

Career Development

Development indicators according to Umar Hamalik (2014: 14) are:

1. Knowledge
2. Skills
3. ability (ability)
4. Motivation

Employee Work Professionalism

Professionalism reflects a person's attitude towards work and the type of work or profession. According to Soemaryono (in Royen, 2012: 8) profession is a designation where the person who bears it has special needs through training and development as well as other knowledge.

According to Sedarmayanti (2010: 96) professionalism is a pillar that will place the bureaucracy as an effective machine for the government and as a parameter of the apparatus' skills in working well. The measure of professionalism is competence, effectiveness, and efficiency as well as responsibility. According to Korten and Alfonso (in Royen, 2014: 8) stated that professionalism is a match between the capabilities possessed by the bureaucracy with the needs of the task. The fulfillment of a match between abilities and task requirements is one of the conditions for the formation of professional employees.

Meanwhile, according to Budi Rajab (2012: 38) that work professionalism is needed in organizations. Professional human resources are needed, will create good abilities and commitment from the people working in the organization while being able to build the image of the organization. Professionalism can also be interpreted as the ability to adapt to a rapidly changing environment and carry out tasks and functions that lead to the achievement of the vision and mission and values of the organization.

Through the explanations and definitions above, it can be concluded that professionalism is not only based on the basic abilities possessed but also reflects attitudes and responses to changes that occur in order to achieve organizational goals. So employee professionalism is the expertise or ability of employees in doing their jobs, and being able to adapt to environmental changes. (Royen, 2014: 9).

In improving service quality, the organization does not only teach or facilitate employees according to their current positions and abilities. However, it is necessary to teach them various fields of knowledge that are in accordance with the impetus for change that continues to occur and even improve the integrity and professionalism of their work (Royen, 2014: 10).

To achieve this, efforts or characters are needed which are expected to be able to support the achievement of service improvement (Royen, 2014: 11). The characteristics and attitude of professionalism also have the following characteristics:

1. Have high skills in a field, as well as proficiency in using certain equipment needed in carrying out tasks.
2. Having knowledge and experience as well as intelligence in analyzing a problem and being sensitive to conditions that occur, quickly and precisely and carefully in making a decision.
3. Have a future-oriented attitude, so have the capacity to anticipate developments.
4. Having an independent attitude based on belief in personal abilities, and being open to listening and respecting the opinions of others, but carefully choosing the best for himself and his personal development.
5. Responsive and responsive to changes that occur.
6. Shows the results or good work performance (performance) which can be seen through the effectiveness and efficiency of work or the quality and quantity of work.

In addition, according to Thoha (2012: 66) explains that the criteria for professionalism can be described as follows:

1. Professionalism is expressed in the form of full-time work which is a source of income for him. Professionals have a strong motivation for work which is expressed by a lifelong commitment.
2. Professionals have a "specialized body of knowledge" and skills acquired through formal education and training over a long period of time.
3. Professionals make decisions on behalf of clients on a clear basis, based on extensive theoretical knowledge and expertise in clinical application.
4. Professionals have a service orientation. This service is expressed indirectly in the form of diagnostic skills, the ability to apply knowledge to the specific needs of the client and is not self-serving or self-serving.
5. Provide services based on the objective needs of the client and there are no particular strings attached to which the profession expects from the client.
6. Professionals have the autonomy to act and decide.

Theoretically concept that professionalism is difficult to measure and can only be admitted to the extreme on the standard of success and failure.

Professionalism Indicator

According to Martin Jr (in Thoha 2013: 75) the characteristics of the professionalism of the apparatus which are indicators of the professionalism of employees include:

Responsibilities in Service

The demand for accountability for every activity carried out for the public interest is important for the continuity of a good government system based on trust. Responsibilities of service officers covering services in a timely manner, contacting the public as soon as possible if something happens that needs to be notified immediately. The leadership of the public service provider or the appointed official is responsible for the implementation of services and the resolution of complaints or problems in the implementation of public services.

Discipline

Theoretically, loyalty is related to the level of discipline, especially in terms of compliance with applicable regulations. Discipline will be realized properly if employees are able to obey the existing regulations. Loyalty is also related to the ability to take responsibility for work tasks and responsiveness. In addition, loyalty does not discriminate in the provision of services on the basis of certain groups.

Employee Attitude

Attitudes of people in an organization have skills. The attitudes and knowledge needed to provide certain services. The attitude of courtesy, respect, attention, friendliness and good communication in the sense of providing information to the public in a language they understand, and always listening to suggestions and public complaints.

The Effect of Career Development on the Professionalism of Employees' Work

According to Sutrisno (2014: 336) the Career Development factor plays an important role in improving the professionalism of employees in an organization. According to Mitfah Thoha (2012: 10) that after Career Development shows progress, increased growth, evolution of various possibilities, developing or increasing employee abilities.

Based on the explanation above, it can be concluded that an employee will have high morale if his work gets attention and evaluation from the leader, the employee will work seriously if the task given to him gets an award from the company or his superior. Based on the explanation above, it is suspected that there is an influence of Career Development on the work professionalism of employees at the West Rangsang Sub-district Office.

METHOD

This research was conducted at the office of the West Rangsang Subdistrict Head, Meranti Islands Regency. All populations are sampled. To determine the sample used in the study using the census method, the entire population was sampled, where this research sampled 31 people. The analysis in this study was descriptive analysis and quantitative analysis. Where to test the hypothesis used SPSS version 25 software

RESULTS AND DISCUSSION

Validity test

The Career Development variable (X) consists of 10 statements while the work professionalism variable (Y) consists of 10 statements. after testing the validity of the statement items on the Career Development variables used in this study, it is proven that all of the 10 (ten) statement items used are valid items, namely $r\text{-count} > r\text{-table}$. Also after testing the validity of the statement items on the Work Professionalism variable used in this study, it is proven that all 10 (ten) items used are valid items where the value of $r\text{count} > r\text{table}$ and this research can be continued.

a. Reliability Test

The test technique uses Cronbach's alpha coefficient with a real rate of 5%. With the criteria if the value of Cronbach's $\alpha > 0.6$ then the item is declared reliable. From data processing on the results of respondents' answers, the results of the reliability test are as follows:

Table 1: Reliability Test Results

No	Variable	Alpha Coefficient	Critical Value	Category
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1	Career Development (X)	0.793	0.6	Reliable
2	Work Professionalism (Y)	0.814	0.6	Reliable

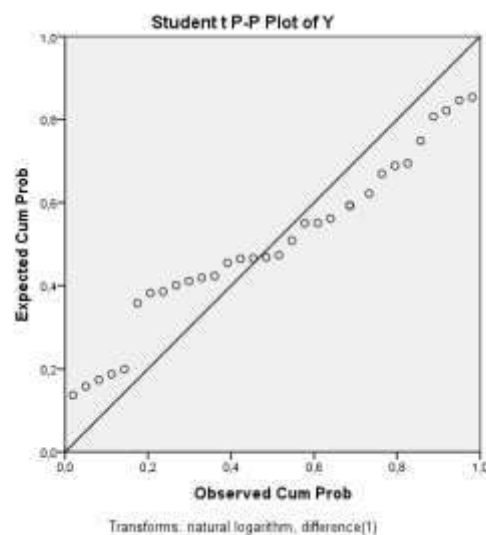
Based on table 1 above, it can be seen that based on the processed data that has been presented, it can be seen that the statement or questionnaire from the Career Development variable (X) has an alpha coefficient value (0.793) > a critical value (0.6) while for the Work Professionalism variable (Y) the coefficient value alpha (0.814) > critical value (0.6), this means that all variables of Career Development (X) and Work Professionalism (Y) are reliable, because all alpha coefficients > critical values.

Classic assumption test

a. Normality test

Normality test is used to determine whether the sample data is normally distributed or not. The following are the results of the normality test through Spps 23:

Figure 1: Normality Test Results



Based on Figure 1 above, it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line, so the regression model fulfills the assumption of normality.

Hypothesis testing

a. Simple Linear Regression Analysis

Through the results of the regression carried out, the regression equation model is obtained as follows:

Table 2: Simple Linear Regression

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
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	B	Std. Error	Beta		
1 (Constant)	6,184	3,170		1,951	,061
X	,841	,082	,884	10,205	,000

a. Dependent Variable: Y

Based on table 2 above, a simple linear regression equation is obtained, namely $Y = 6.184 + 0.841 X + e$. Based on the equation, it can be interpreted that the constant is 6.184. This means that without any unsupportive Career Development or $X = 0$ then, work professionalism is obtained at 6.184. $b = 0.841$ which means there is a positive influence between Career Development on work professionalism, where when Career Development increases by 1 unit, then work professionalism will increase by 0.841 units, this means that the greater the coaching, the work professionalism will increase.

b. Partial Analysis

To see the influence of the Career Development variable on work professionalism partially, the t test can be used. If $t_{count} > t_{table}$, then there is a significant effect between the X variable (Coaching) on the Y variable (Work Professionalism). The t_{count} value is obtained from the processed data using SPSS 23, the results of which can be seen in the table below:

Table 3: Coefficient of Regression Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,184	3,170		1,951	,061
X	,841	,082	,884	10,205	,000

a. Dependent Variable: Y

Based on table 3 above, it can be seen that the t_{count} value is 10.205 and the t_{table} value of degrees of freedom is $nk (31-2=29) = 0.05 / 2 = 0.025$. So $t_{0.025} (29) = 2.045$ with a sig of $0.000 < 0.05$. The t_{count} value is $10.205 > t_{table}$ value (2.045) with a significant level of $0.000 < 0.05$, then H_0 is rejected and H_1 is accepted, meaning that the Career Development variable has a significant effect on work professionalism.

c. Coefficient of Determination

The coefficient of determination (R^2) aims to measure how much organizational culture variable affects employee performance. The following are the results of SPSS 23 data processing.

Table 4: Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,884a	,782	,775	2,290

a. Predictors: (Constant), X

Based on table 4 above, it can be obtained that the R^2 value of 0.782 explains that the magnitude of the influence of the Career Development variable on work professionalism is 78.2% while the remaining 21.8% is influenced by other variables outside of the factors studied in this study.

Conclusion

Based on the results of calculations using SPSS 23, a simple linear regression value can be obtained, namely $Y = 6.184 + 0.841X$ which means that there is a positive influence between Career Development (X) on work professionalism (Y) where if Career Development has increased by 1 unit then work professionalism will increase by 0.841 and if the value of X is considered 0 or a constant then the value of Y is 6.184. Based on the partial test conducted using SPSS 23, it was concluded that the X variable (coaching) had a positive and significant effect on the Y variable (work professionalism) at the office of the West Rangsang Sub-District Head. Based on the determinant test, the R Square (R²) value of 0.782 explains that the magnitude of the influence of the Career Development variable on work professionalism is 78.2% on the Professionalism of Employees' Work. While the remaining 21.8% is influenced by other variables outside of this study.

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