THE EFFECT OF CAREER DEVELOPMENT AND SELF-EFFICACY ON EMPLOYEE PERFORMANCE

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Article History	ABSTRACT
	Purpose: This research aims to test the influence of career development and self efficacy on the performance of employees of CV. XYZ **Method:** This method of study uses saturated samples due to the small number of populations in the company. Data collection techniques using the questionnaire distributed through the company owner. Data analysis techniques using SPSS application version 20 include validity test, reusability test, descriptive statistical test, classic assumption test, multiple linear regression test, hypothesis test and coefficient of determination **Finding:** The results of the study showed that the career development and Self Efficacy variables have positive and significant impact on employee performance. The most dominant influence is self efficacy is followed by career development **Novelty:** This study employs Micro, Small, and Medium Enterprises (MSMEs) as the primary subject of investigation

INTRODUCTION

A company will certainly strive to improve the performance of its employees in order to achieve the predetermined company goals. Performance itself is the work result achieved by an individual in carrying out tasks in accordance with the responsibilities assigned to them (Chasanah, 2008). Career development and self-efficacy are among the factors that will influence employee performance. Career development is conducted to ensure that individuals within the organization possess the suitable qualifications, capabilities, and experience when needed; therefore, the company needs to manage and develop careers effectively to enhance employee performance (Massie, et al., 2015).

In addition to career development, self-efficacy also affects employee performance (Dewi & Utama, 2016), which is defined as the belief that an individual is capable of performing a specific task in the future. It relates to the extent to which an individual possesses the ability, potential, and certain tendencies to handle situations that may be encountered in the future (Chasanah, 2008). This research was conducted at CV. XYZ, a company engaged in the processing of coconut and its derivatives, specifically a company producing briquettes using coconut shell charcoal as the main raw material sourced from various natural origins.

THEORETICAL FRAMEWORK AND HYPOTHESIS DEVELOPMENT

Performance refers to an individual's achievement measured based on standards or criteria established by the company/organization. Management aimed at achieving high human resource performance is intended to enhance overall organizational performance (Utomo, 2014). According to Sasmita (2012), there are six employee performance indicators to measure individual employee performance: quality, quantity, timeliness, effectiveness, independence, and work commitment. Career development is the process of enhancing individual work capabilities achieved in order to attain a desired career. Career development is a condition that indicates an improvement in an individual's status within an organization. Thus, it can be concluded that career development is the responsibility of an organization to prepare employees with specific qualifications and experience, ensuring that when needed, the organization already possesses employees with those specific qualifications (Artina, 2013). Self-efficacy is an individual's belief that they can master a situation and produce positive outcomes. Employees with low self-efficacy may avoid jobs with many tasks,

particularly challenging ones, whereas employees with high self-efficacy have a strong desire to perform their tasks (Noviawati, 2016).

Hypothesis Development

Career development is something that indicates an improvement in an individual's status within an organization along a career path established within that respective organization (Muliana, et al 2015). Career development influences employee performance, where career development is a formal approach undertaken by the organization to ensure that people within the organization possess suitable qualifications, capabilities, and experience when required. This is also stated by Artina (2013), Muliana, et al (2015), and Sari (2016), who state that career development has a positive effect on employee performance.

H1: Career development has a positive effect on employee performance.

Self-efficacy is influential in the development of human resource quality because it is a belief that an individual can execute certain actions or future tasks and achieve results successfully (Chasanah, 2008). Confidence in self-ability and belief in the success one always wishes to achieve make an individual work harder and always produce their best. Thus, it can be said that self-efficacy can improve individual performance. Self-efficacy will determine how employees complete a specific job; with confidence in their abilities, employees will feel unburdened in completing work and feel they are giving their best to the company, so that employees will also improve their performance. Research conducted by Noviawati (2016), (Indrawati, 2014), and (Kawet & Rimper, 2014) also states that self-efficacy has a positive effect on employee performance.

H2: Self-efficacy has a positive effect on employee performance,

Research conducted by Muliana, et al (2015), Artina (2013), and Sari (2016) states that career development has a positive effect on employee performance. Meanwhile, research on Self-Efficacy conducted by Noviawati (2016), Indrawati (2014), and Kawet and Rimper (2014) states that self-efficacy has a positive effect on employee performance.

H3: Career development and Self-efficacy have a positive effect on Employee Performance

Research Conceptual Framework

Berdasarkan penjelasan sebelumnya, maka kerangka pemikiran dalam penelitian ini adalah sebagai berikut:

Figure: Research Hypothesis Framework
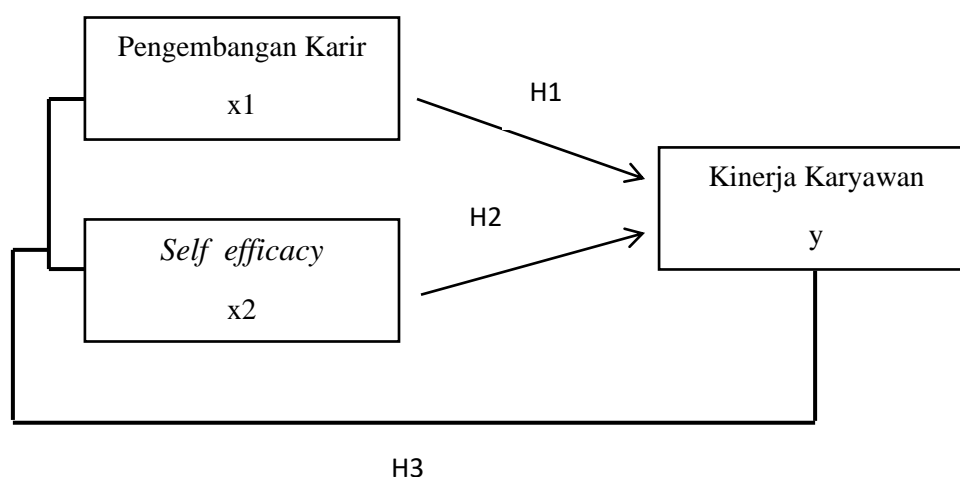
RESEARCH METHODOLOGY

This research utilizes the entire permanent staff of CV. XYZ as the population. The data collection method employs questionnaires. The sampling technique used in this study is saturated sampling because the number of employees is relatively small, comprising all 40 permanent employees. Career development utilizes indicators from Putri (2018). Self-efficacy utilizes indicators from Gusti Yuli Asih (2017). And employee performance utilizes indicators from Putri (2018)

RESULTS AND DISCUSSION
Data Quality Test

Hasil The validity test results in Table 1 indicate that if the calculated R value > R table value of 0.2638 (one-tailed α 5%). All indicator items for every variable are declared valid. Furthermore, in the reliability test, the Cronbach alpha on standardized items values for career development (0.949), self-efficacy (0.881), and employee performance (0.906) are > 0.7, therefore they are declared reliable.

Tabel 1 Respondent Characteristics

PK		SE		KK	
PK1	0.837	SE1	0.418	KK1	0.709
PK2	0.837	SE2	0.764	KK2	0.697
PK3	0.803	SE3	0.759	KK3	0.658
PK4	0.735	SE4	0.602	KK4	0.665
PK5	0.757	SE5	0.735	KK5	0.777
PK6	0.832			KK6	0.773
PK7	0.871			KK7	0.592
Cronbach alpha on standardize	0.949		0.881		0.906

RESPONDENT CHARACTERISTICS

The respondent characteristics in Table 2 show that male respondents dominate with 62.5%, while females account for only 37.5%. The employees at this company are mostly aged 21–30 years, accounting for 45%. The percentage of employees who have worked for $\le$ 2 years is 7.5%, those with a tenure of 3–5 years constitute 67.5%, and those with a tenure of 6–8 years constitute 25%. The highest education level for the majority is High School/equivalent (SMA/sederajat), at 77.5%. The majority of employees are married, with a percentage of 75%.

Tabel 2. Respondent Characteristics

Karakteristik Responden		Presentase
Jenis kelamin	Laki-laki	62.5%
	perempuan	37.5%
Usia	≤ 20 Tahun	17.5 %
	21- 30 Tahun	45 %
	31- 40 Tahun	32.5 %
	≥ 40 Tahun	5 %
Masa Kerja	≤ 2 Tahun	7.5 %
	3-5 Tahun	67.5 %
	6-8 Tahun	25 %
Pendidikan Terakhir	SMP/Sederajat	7.5 %
	SMA/Sederajat	77.5 %
	Diploma	5 %

Karakteristik Responden		Presentase
	S1	10 %
Status	Lajang	25 %
	Menikah	75 %

CLASSICAL ASSUMPTION TEST

The results of the classical assumption tests are presented in Table 3. The test results indicate a tolerance value > 0.1 and VIF < 10, confirming that **multicollinearity** did not occur. The probability value of the Glejser test t-value is > 0.05 (declared insignificant), and the Scatterplot graph test in Figure 1 shows that the research data is distributed without a regular pattern; both tests consistently indicate that **heteroscedasticity** did not occur. The normality test results using the Kolmogorov-Smirnov Test show a K-S value of 0.418 and an Asymp. Sig value of 0.995 > 0.05. This is consistent with the test using the normal p-plot graph in (Figure 1), where the research data follows the diagonal line; both tests confirm that the data distribution is **normal**.

Tabel 3. Classical Assumption Test

Variabel independen	Variabel dependen	Uji Normalitas		Uji Multikolinieritas		Uji Heterokedastisitas
		Kolmogorov-Smirnov Z	*Asymp sig (2-tail)*	*VIF*	*Tolerance*	*Sig*
PK	KK	0.418	0.995	0.674	1.484	0.892
SE				0.674	1.484	0.786
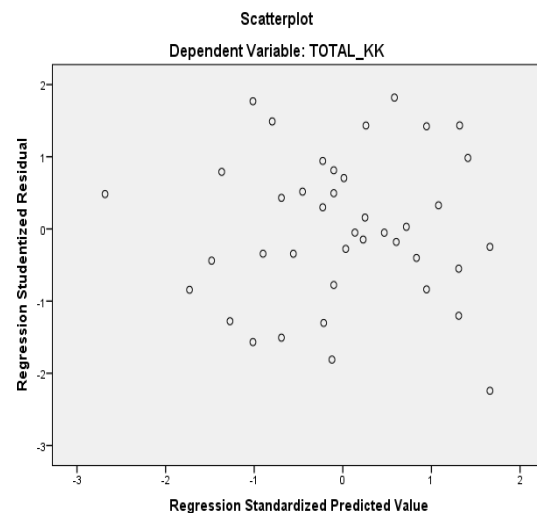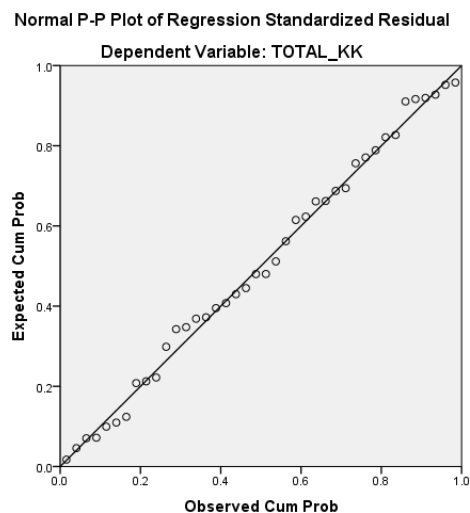
Gambar 1 Normal *p-plot* dan *scatterplot*

MULTIPLE REGRESSION ANALYSIS

The results of the regression equation test in Table 4 can be presented as follows:

KK = 1.483 + 0.343 PK+ 0.718SE + 4.328

Based on the test results and the regression equation above, there is a constant value of 1.483. Then, the value of 0.343 CD means that every increase or decrease of 1 (one) career development score will influence employee performance by 0.343 points; furthermore, the value of 0.718 SE means that every increase or decrease of 1 (one) self-efficacy score will influence employee performance by 0.718 points..

Tabel 4. Multiple Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.483	4.328		.343	.734
Pengembangan Karir	.343	.132	.375	2.607	.013
Self Efficacy	.718	.252	.410	2.849	.007

a. Dependent Variable: TOTAL_KK

HYPOTHESIS TESTING

Based on the t-test (partial), the results for career development show a Sig. value of 0.013/2 < 0.05, and for self-efficacy show a Sig. value of 0.007/2 < 0.05. Therefore, it can be concluded that career development has a positive effect on employee performance, and self-efficacy has a positive effect on employee performance. The F-test shows a Sig. value of 0.000 < 0.05, indicating that career development and self-efficacy have a simultaneous effect on employee performance. The Coefficient of Determination (R^2) test shows an Adjusted (R^2) of 0.456, meaning that the contribution of career development and self-efficacy to employee performance is 45.6%, while 54.4% is influenced by other factors not examined in this study. The Standardized Beta Coefficient results indicate that the most influential variable in this study is Self-efficacy with a beta value of 0.410, followed by the career development variable with a beta value of 0.375

Tabel 5 Hypothesis Testing

Variabel independen	Variabel dependen	Standarized Beta Coeficient	Uji T		Uji F		Koefisien Determinasi (R^2)	
			t-hitung	Sig	F	Sig.	R Square	Adjusted R Square
PK	KK	0.375	2.607	.013	17.362	0.000[b]	0.484	0.456
SE		0.410	2.849	.007				

DISCUSSION

The test results in this study, based on multiple regression, obtained a significance value of 0.013. These results indicate that the significance value of 0.013/2 is 0.0065 < 0.05. This value confirms that the hypothesis is accepted, meaning that "There is a positive and significant effect of career development on Employee Performance at CV XYZ". This aligns with research conducted by Muliana, et al (2015), Artina (2013), and Sari (2016), stating that career development has a positive effect on employee performance. Other test results in this study, based on multiple regression, obtained a t-count value of 2.849 and a significance value of 0.007. These results indicate that the significance value of 0.007/2 is 0.0035 < 0.05. This value confirms that the hypothesis is accepted, meaning that "There is a positive and significant effect of self-efficacy on Employee Performance at CV XYZ". This study aligns with previous research conducted by Noviawati (2016), (Indrawati, 2014), and (Kawet & Rimper, 2014), stating that self-efficacy has a positive effect on employee performance. Based on the calculation results, the F-test of this study shows that career development and self-efficacy have a simultaneous positive effect on employee performance. The independent variables have a total coefficient of determination contribution to the dependent variable of 45.6%, while 54.4% is influenced by other factors not examined in this study.

CONCLUSIONS AND SUGGESTIONS

Based on the research results conducted at CV. XYZ Bantul Yogyakarta regarding the effect of career development and self-efficacy on employee performance, the following conclusions can be drawn: Career Development partially has a significant and positive effect on Employee Performance at CV XYZ, meaning the hypothesis is accepted. If career development is improved, employee performance will increase. Self-efficacy partially has a significant and positive effect on Employee Performance at CV XYZ, meaning the hypothesis is accepted. If employee self-efficacy can be improved, Employee Performance can also increase. Career development and self-efficacy simultaneously have an effect on Employee Performance at CV XYZ, meaning the hypothesis is accepted.

Company leadership can enhance Employee Performance through the implementation of the independent variables, namely career development and self-efficacy. The lowest indicator value in the career development variable is work experience; therefore, it is hoped that company leadership provides broader knowledge mastery for employees to improve their performance. The lowest indicator values in Self-Efficacy are Strength and Generality; therefore, it is hoped that company leadership pays attention to the workload given to employees to prevent stress, controls job knowledge performed by employees, and provides training to employees to improve their performance. For future research, researchers can develop studies regarding employee performance variables by adding or replacing with other variables that may have a greater influence on employee performance, such as self-esteem, transformational leadership, work motivation, organizational culture, and job satisfaction, or other variables. The model of career development and self-efficacy variables only has an effect of 45.6%.

DECLARATION OF ARTIFICIAL INTELLIGENCE USAGE

In this study, we carried out all research activities independently from start to finish, without relying on any AI tools. We take full responsibility for the content of the final manuscript. However, we used Artificial Intelligence (ChatGPT) only to help refine the language and assist with translation

CONFLICT OF INTEREST

We declare that there are no conflicts of interest regarding the research, authorship, or publication of this article.

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