

Effects of Career Development and Competencies on Social Affairs: Employee Performance as Mediating Variable

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Abstract

This study aims to know how great the influence of career development, motivation work, and competence on employee performance as well as the impact on the Social Affairs Agency of South Sulawesi Province. Method analysis used is analysis path. The research results show that the development of a career and competence in a way simultaneous is very influential in social assistance services. However, partially, competency does not influence social assistance services, while employee performance partially has a strong relationship with social assistance services. A combination of development career, competency, and performance employee is a strong unity that affects social assistance services. The results of the indirect effect test using Sobel Test calculations have proven that there is a positive and significant indirect effect on career and competency development, through employee performance regarding social assistance services. This indicates that performance employees are capable of mediating completely (full mediation) between career development and competency towards improving social assistance services at the Social Affairs Agency of South Sulawesi Province.

Keywords: Career Development; Work Motivation; Competence; Employee Performance; Social Assistance Services

INTRODUCTION

In the administration of government, the role of employees as part of the state apparatus becomes a crucial element that controls the course of governance to achieve Clean Government and Good Governance. Therefore, it is necessary to have employees with the opportunity for career development to enhance their competence in carrying out tasks and functions of social services. Adequate competence levels in social service officers will have a positive impact on the performance improvement of the organization, especially the Social Affairs Agency of South Sulawesi Province. In the implementation

of social assistance programs, the performance issues of the social assistance management resources continue to be a constraint within the scope of the Social Affairs Agency of South Sulawesi Province. The occurrence of social assistance distribution that misses the target recipients by the Social Affairs Agency of South Sulawesi Province to the poor community is often attributed to the low capabilities of human resources (HR) in managing social assistance, including understanding the rules of managing social assistance funds. Other issues involve a lack of effective socialization and guidance for the beneficiaries of social assistance programs due to the insufficient competence of employees. Additionally, cases of misusing social assistance funds tend to involve officials authorized to manage those funds. Overall, this is closely related to the performance of the social assistance management apparatus

LITERATURE REVIEW

Career Development

Career development is personal improvement carried out by a person to achieve a career plan as well as an improvement by the HR department to achieve a work plan by the path or level of the organization (I Komang A, et al (2012). Sinambela (2016) also said that career development is an effort What is done by organizations in planning their employees' careers is called career management, including planning, implementing, and supervising careers. The methods used in career development programs are:

1. Education and training
2. Promotion
3. Mutation

Competence

The Decree of the Head of the Civil Service Agency Number: 46A of 2005 (2006, p. 47) explained that Competency is: The abilities and characteristics possessed by a Civil Servant in the form of knowledge, skills, and behavioral attitudes required in carrying out their office duties so that the Civil Servant can carry out their duties professionally, effectively and efficiently.

Gulo (2004: 34) argues that "competence consists of two mutual aspects _ interact, namely:

1. visible aspect or what is called performance, and
2. aspects that are not looks or so-called aspect rational.

Employee Performance

According to Siagian (2005: 136), apparatus performance is behavior displayed by individuals or groups and this is displayed in a person's behavior and personality in acting which then influences the organizational personality reflected in his behavior which in turn will influence his performance. The important elements in job performance are:

1. Functional tasks, which relate to how well an employee can complete the ins and outs of the job

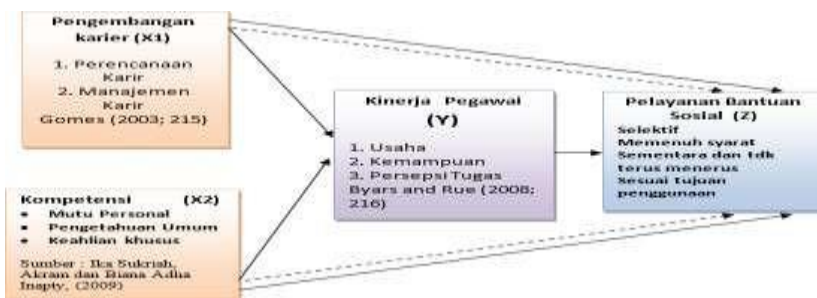
2. Behavioral tasks relate to how well employees handle interpersonal activities with other members of a different organization, including resolving conflicts and so on. Apart from that, according to Sedarmayanti (2004: 148), the keywords in the definition of performance, namely the results of the work of workers, processes, or organizations, are concretely proven and can be measured and/or compared with predetermined standards.

Social Assistance Services

In the 2014 APBD Description and Analysis Document published by the Ministry of Finance of the Republic of Indonesia, social assistance is defined as providing non-continuous and selective assistance in the form of money/goods to the public or professional organizations aimed at the public interest. Regulation of the Minister of Finance of the Republic of Indonesia Number 81/PMK.05/2012 concerning Social Assistance Expenditures in State Ministries/Institutions defines social assistance expenditure as expenditure in the form of transfers of money, goods, or services provided by the Central/Regional Government to the community to protect the community from possible social risks, increase economic capacity and/or community welfare. The provision of social assistance meets the following criteria:

- a. Selective;
- b. Fulfilling the requirements for aid recipients;
- c. It is temporary and not continuous, except in circumstances certain can be sustainable; And
- d. According to the intended use.

Conceptual Framework



RESEARCH METHODS

This research uses a quantitative type of research, namely a type of research that emphasizes testing theories by carving out research variables with numbers and requires data analysis using statistical procedures. The measuring tool for this research is in the form of a questionnaire, the data obtained is in the form of answers from employees to the questions asked. Based on the research objectives that have been determined, this type of research is explanatory. This research was carried out at the Social Service office in South Sulawesi Province. The population in this research are employees at the Response

Bureau Poverty in the Social Service South Sulawesi Province, numbering 100 people. The sampling technique in this research is purposive sampling.

RESEARCH RESULT

Validity and Reliability Test Results

1. Validity Test

Table 1. Validity of the Career Development variable (X1)

NO	Statement	r _{h count}	r _{ta bell}	INFORMATION
1	X 1.1	0.589	0.195	Valid
2	X 1.2	0.733	0.195	Valid
3	X 1.3	0.762	0.195	Valid
4	X 1.4	0.672	0.195	Valid
5	X 1.5	0.486	0.195	Valid
6	X 1.6	0.621	0.195	Valid
7	X 1.7	0.739	0.195	Valid

Source: Data processing, 2022

The results of the validity test showed that of the 7 question items on the Career Development variable, all of them have a calculated r-value that is greater than the r-table. Thus, the indicators or questionnaires used by the Career Development variable are declared valid.

Table 2. Validity of the Competency variable (X2)

NO	Statement	r _{h count}	r _{t able}	INFORMATION
1	X 2.1	0,789	0.195	Valid
2	X 2.2	0,789	0.195	Valid
3	X 2.3	0,761	0.195	Valid
4	X 2.4	0.676	0.195	Valid
5	X2.5	0.493	0.195	Valid
6	X 2.1	0,789	0.195	Valid
7	X 2.2	0,789	0.195	Valid

Source: Data processing, 2022

The results of the validity test showed that of the 7 question items on the Competency variable, all of them have a calculated r-value that is greater than the r-table. Thus the indicators or questionnaires used by the variables Competency is declared valid.

Table 3. Validity of variables Employee performance (Y)

NO	Statement	r _{h count}	r _{t able}	INFORMATION
1	Y. _ 1	0.508 _	0.195	Valid
2	Y. _ 2	0.571 _	0.195	Valid
3	Y.3	0.659 _	0.195	Valid
4	Y. 4	0.771 _	0.195	Valid
5	Y.5	0.749	0.195	Valid
6	Y.6	0.706	0.195	Valid
7	Y.7	0.759	0.195	Valid

8	Y.8	0.478	0.195	Valid
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Source: Data processing, 2022

Based on the results of the validity test, it shows that of the 8 question items on the Employee Performance variable, all of them have a calculated r-value that is greater than the r-table. In this way, the indicators or questionnaires used by the employee performance variable are declared valid.

Table 4. Validity of Social Assistance Service variables (Z)

N O	Statement	r_h count	r_{ta} bell	INFORMATION
1	Z. _1	0.797 _	0.195	Valid
2	Z. _2	0,753 _	0.195	Valid
3	Z3	0,794 _	0.195	Valid
4	Z. 4	0.577 _	0.195	Valid

Source: Data processing, 2022

Based on the results of the validity test, show that of the 4 question items on the Social Assistance Service variable, all of them have a r-value that is greater than the r-table. In this way, the indicators or questionnaires used by the Social Assistance Service variable are declared valid.

2. Reliability Test Result

Variable	Cronbach Alpha	N of Items
Career Development	0.754	7
Competence	0.836	7
Employee performance	0.755	8
Social Assistance Services	0.745	4

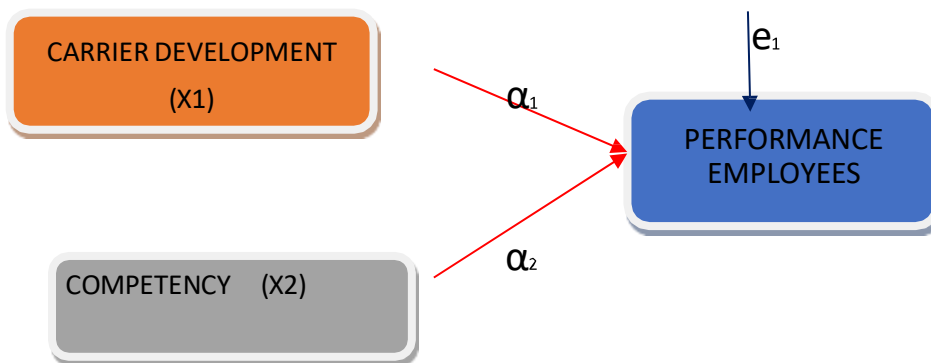
Source: Data processing, 2022

Reliability test results show numbers Cronbach Alpha for the four variables has a number above 0.70, meaning that the four variables are declared reliable. An instrument can be said to be reliable (reliable) if it has Cronbach's Alpha is more than 0.70 (Imam Gho z ali, 2016:48).

3. Path Analysis Results

Sub-structure 1

The first step in path analysis is to design a path diagram according to the hypothesis developed in the research. Based on the title of the research, the path analysis model in this research can be described as follows:



a. Simultaneous Testing of Sub-structure Path Coefficients 1
Simultaneous Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	110,354	2	55,177	7,115	.001 ^b
	Residual	752,236	97	7,755		
	Total	862,590	99			

a. Dependent Variable: Employee Performance

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

Source: Data processing, 2022

Based on the results of the simultaneous test, it can be seen that the significance value of the Career Development (X1) and Competency (X2) variables on the Social Assistance Service variable (Y) is 0.000, which means that variables X1 and X2 can be done. Next, the following Model Summary table will explain the influence of the determinacy of variables X1 and X2 on Y.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,358 ^a	,228	,110	2,785

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

Source: Data processing, 2022

Based on the Model Summary table above, it is known that the R square value is 0.228. This shows the contribution of the influence of X₁ and X₂ on this research. To obtain the value $e_1 = \sqrt{1 - 0,228} = 0,878$

b. Partial Testing of Variable X1 Against Variable Y

To find out the influence of each variable on the structure model 1, it can be seen in the coefficient table of the SPSS 25 output results below:

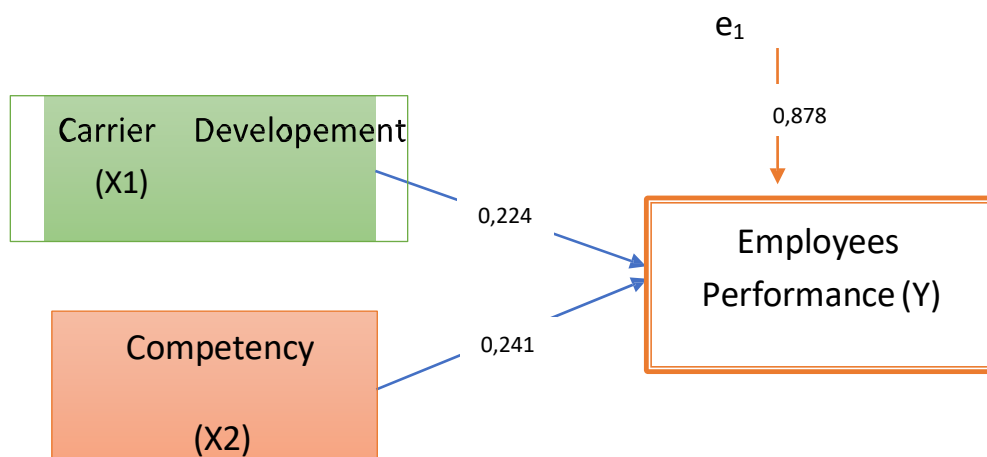
Partial Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,974	2,361		7,189	,000
	Career Development	,231	,100	,224	2,318	,002
	Competence	,161	,064	,241	2,497	,004
a.	Dependent	Variable:		Employee	Performance	

Source: Data processing, 2022

From the results of linear regression analysis on the Career Development Variable (X1), It can be seen that the beta coefficient value is 0.224 with a significant value of 0.002 <0.05. Thus, it is proven that Career Development (X1) has a positive and significant effect on employee performance (Y).

Competency variable linear regression test results (X2) on employee performance (Y), it can be seen that the beta coefficient value of the Competency variable is 0.241 with a significance value of 0.004 <0.05. Thus, it is proven that competency has a positive and significant influence on employee performance. Based on these values, the path diagram for Sub-Structure 1 is obtained as follows:



Sub-structure Path Diagram 1

The structural equation for sub-structure 1 is as follows:

$$Y = 0.224X1 + 0.241 X2 + 0.878$$

Based on the structural equation of sub-structure 1, it can be explained that:

- 1) Employee performance (Y) is influenced by Career Development (X1) and Competency (X2) simultaneously and significantly by 22.8 % and the remaining 77.2% is another influential variable and is not included in this research.

- 2) The path coefficient value of X1 to Y is 0.224, meaning the relationship between the variables is positive and in the same direction. This means that if career development increases by one unit, performance will increase by 0.224. assuming the other independent variables are fixed values.
- 3) The competency path coefficient value (X2) on employee performance (Y) is 0.241 with a significance level of 0.0 04 which proves that Competence has a positive and unidirectional relationship with employee performance. This means that if employee competency increases by one unit, employee performance will increase by 0.241, assuming the other independent variables are constant.

Sub-structure 2

a. Simultaneous Testing Sub-structure 2

The results of this simultaneous test then become the basis for carrying out tests partially or individually. Simultaneous test results can be seen in the Anova table below:

Table of Simultaneous Test Results for Sub-Structure 2

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	218,285	3	72,762	126,761	,000 ^b
	Residual	55,105	96	,574		
	Total	273,390	99			

a. Dependent Variable: Social Assistance Services

b. Predictors: (Constant), Employee Performance, Competency, CareerDevelopment

Source: Data processing, 2022

Based on the ANOVA table, shows that the results of the simultaneous test of career development, competency, and employee performance variables regarding social assistance services have a significance value of 0.000. This proves that social assistance services are simultaneously influenced by career development, competency, and employee performance.

The magnitude of the determining influence of the Career Development variable (X₁), Competency (X₂), and employee performance (Y) against Social Assistance Services (Z) can be seen through the following Model Summary Sub-structure 2 table:

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,894 ^a	,798	,792	,758

a. Predictors: (Constant), Employee Performance, Competency, Career Development
Primary Data Processing, 2022

The value of R square is 0.798. This shows that the contribution of the influence of X₁ and to obtain the value $e_2 = \sqrt{1 - 0,798} = 0,449$

b. Partial Testing of Variables X1, X2, Y against Z

For this sub-structure 2, the influence of each variable can be seen in the coefficient table of the SPSS 25 output results below:

Coefficient Table

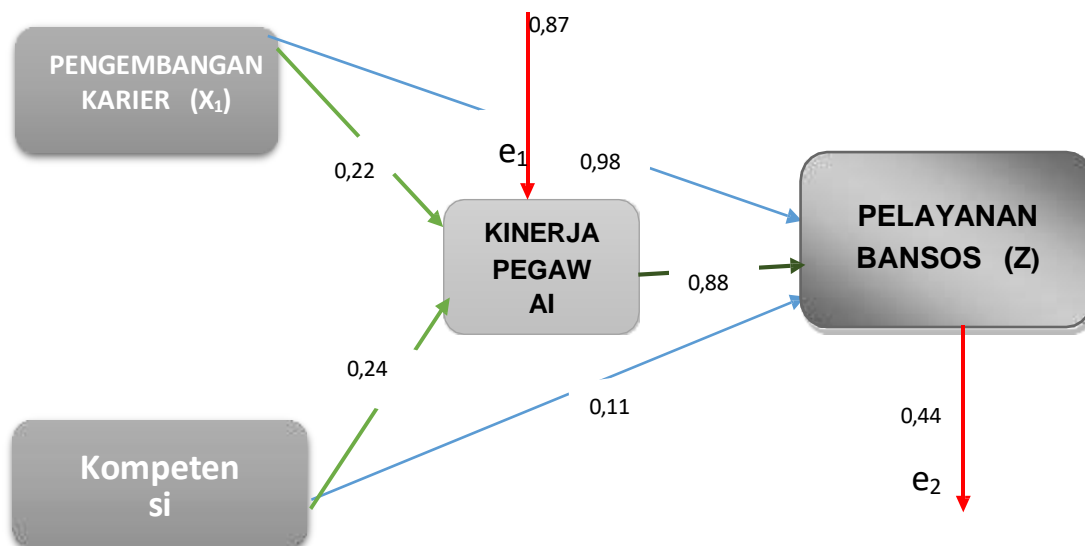
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3,489	,578		6,034	,000
Career Development	,526	,030	,989	17,804	,000
Competence	,030	,018	,111	1,632	,106
Employee Performance	,513	,033	,888	15,733	,000

a. Dependent Variable: Social Assistance Services (Bansos)

Based on the regression analysis, the results show that the Career Development Variable (X1) has a beta coefficient value of 0.989 with a significance level of 0.00 < 0.05, this proves that Career Development (X1) has a positive and significant effect on Social Assistance Services (Z).

Next, test the Competency variable (X2) on Social Assistance Services (Z), where it can be seen that the beta coefficient value of variable X2 is 0.111 with a significance level of 0.106 > 0.05. This proves that Competency does not significantly influence the Social Assistance Services (Z).

Partial test results for the employee performance variable for social assistance services (Z), where the beta coefficient value of the variable Y is 0.888 with a significance level of 0.000 < 0.05. This proves that employee performance has a positive and significant influence on Social Assistance Services (Z). Based on the results of these values, the path diagram for Sub-Structure 2 is obtained as follows



Path Diagram of Overall Research Structure

Thus, the structural equation for sub-structure 2 can be obtained as follows:

$$Z = 0.989X_1 + 0.111X_2 + 0.888Y + 0.449$$

Where R Square = 0.798

Based on the structural equation of sub-structure 2, it can be interpreted that:

1. Social Assistance Services (Z) are influenced by Career Development (X1), Competency (X2), and Employee Performance (Y) simultaneously and significantly by 79.8% and the remaining 20.2 % are influenced by other variables outside this research.
2. Based on the results of path analysis, the path coefficient value of X1 to Z is 0.989, meaning if Career Development (X1) increases by one unit, then Social Assistance Services will increase by 0.989 assuming the other independent variables are fixed.
3. The path coefficient value of X2 towards Z is 0.111 with a significance of 0.106. A correlation of 0.111 means if competence (X 2) increases by oneunit, then Social Assistance Services will increase by 0.111 assuming the other independent variables are fixed
4. The path coefficient value of Employee Performance (Y) on Social Assistance Services (Z) is 0.888. This means that if employee performanceincreases by one unit, then social assistance services will increase by 0.888 assuming the other independent variables are fixed.

a. Indirect Relationship Analysis

a. Testing the Indirect Relationship of X1 to Z through Y

Sobel Test The indirect relationship test X1 to Z through Y is carried out at <http://quantpsy.org/sobel/sobel.htm> and the following are the results:

Input:		Test statistic:	Std. Error:	p-value:
a	0.231	Sobel test: 2.28491127	0.05186328	0.02231803
b	0.513	Aroian test: 2.28029989	0.05196816	0.02258991
s _a	0.100	Goodman test: 2.28955074	0.05175819	0.02204737
s _b	0.033	<input type="button" value="Reset all"/>	<input type="button" value="Calculate"/>	

Based on the test results using the Sobel Test, it can be seen that the indirect influence between Career Development (X1) on social assistance services (Z) through employee performance (Y) shows significant results. It can be seen in the *p-value column* that all test results, both the Sobel test (0.02), Aorian test (0.02), and Goodman test (0.02) show a number smaller than $\alpha = 5\%$. This shows that employee performance can mediate career development on social assistance services, thus the results of this test show the effect of mediation which is called *full mediation*.

b. Testing the Indirect Relationship of X2 to Z through Y

Input:		Test statistic:	Std. Error:	p-value:
a	0.161	Sobel test: 2.48331984	0.03325911	0.01301642
b	0.513	Aroian test: 2.47832802	0.0333261	0.01319997
s _a	0.064	Goodman test: 2.48834194	0.03319198	0.01283403
s _b	0.033	<input type="button" value="Reset all"/>	<input type="button" value="Calculate"/>	

Based on the test results using the Sobel Test, it can be seen that the indirect influence of competence on social assistance services through employee performance shows significant results. It can be seen in the *p-value column* that all test results, including the Sobel test (0.01), Aorian test (0.01), and Goodman test (0.01), show a number smaller than $\alpha = 5\%$. This shows that employee performance can mediate Competency in Social Assistance Services, thus the results of this test show the effect of mediation which is called *full mediation*.

CONCLUSION

The results of data analysis using path analysis in this research concluded several things as follows, simultaneous career and competency development greatly influences the social assistance services of the Social Affairs Agency of South Sulawesi Province. However, partially, competency has no influence on social assistance services at the Social Affairs Agency of South Sulawesi Province. Partial employee performance has a strong relationship with social assistance services at the Social Affairs Agency of South Sulawesi Province. The combination of career development, competency, and employee performance creates a strong unity that greatly influences social assistance services at the Social Affairs Agency of South Sulawesi Province. The results of the indirect effect test using Sobel Test calculations have proven that there is a positive and significant indirect effect on career and competency development. employee performance in Social Assistance Services at the Social Affairs Agency of South Sulawesi Province provides a real indication that employee performance can mediate completely (full mediation) between career development and competency towards improving social assistance services at the Social Affairs Agency of South Sulawesi Province.

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