



THE EFFECT OF EDUCATION AND TRAINING ON CIVIL SERVANT CAREER DEVELOPMENT WITH COMPETENCE AS INTERVENING VARIABLES IN MAKASSAR CITY INDUSTRY CENTERS

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Abstract

Education and training play an important role in creating reliable and competent human resources. In addition, career development can also improve employee performance and increase promotion opportunities for employees to be able to achieve career paths. This study aims to analyze and determine the effect of education and training on career development of civil servants with competence as an intervening variable at the Makassar City Center for Plantation Products Industry. This research uses quantitative research, which is carried out using aspects of measurement, calculation, formulas and numerical certainty. The population in this study were 70 civil servants. Data were collected using observation, questionnaires/questionnaires, and literature studies. The data were analyzed using the SPSS program. The results showed that (1) education and training have an effect on career development, (2) education and training have an effect on competence, (3) competence has an effect on career development and (4) education and training has no effect on career development through competence.

Keywords: Education and Training, Career Development, Competence

INTRODUCTION

Technological developments are increasingly advanced from time to time, making competition in the world of work increase. This is due to globalization and modernization. If an organization cannot respond to this, then the continuity of activities or work within the organization will be hampered. Therefore, it is necessary to have good performance that must be owned by every employee in an organization. In an organization, it often produces a different quality of work for each individual employee. Therefore, companies must be able to optimize their resources, so that companies can continue to operate, so companies need to pay attention to, develop and improve performance in order to achieve organizational goals.

Education plays an important role in creating reliable and competent human resources. With education the company can run development programs for human resources owned by the company. Likewise with training, the company provides opportunities for old and new employees to be able to improve their abilities and work skills. Apart from training, career development can also improve

employee performance and increase promotion opportunities for employees to be able to achieve the career path that must be achieved by every performance in a company, will make them motivated to achieve the highest and best career possible.

The Center for Plantation Products Industry (BBIHP) has a mission, one of which is to improve R&D capabilities and mastery of technology that is oriented to industrial needs. One way to realize this mission is that the Makassar City Center for Plantation Products Industry (BBIHP) should strive to improve the quality of its employees. Improving the quality of these employees can be done through training and education.

No	Education PNS	Total	Percentage %
1	SD	1	1.4%
2	SMP	1	1.4%
3	SMA	4	5.7%
4	D1	2	2.9%
5	D3	7	10.0%
6	S1	33	47.1%
7	Masters	20	28.6%
8	S3	2	2.9%
Total		70	100.0%

It is known that the composition of civil servants at the Makassar City Plantation Product Industry Center in 2021 has an elementary education level of 1 person (1.5%), civil servant employees who have a junior high school education level are 1 person (1.5%), civil servants who have a high school education level are 8 2 people (11.3%), civil servants with a D1 education level (3%), 35 civil servants with an undergraduate education level (50%), 22 civil servants with a masters education level (31.2%) 1 person (1.5%).

Looking at the phenomena above, it can be seen that the Makassar City Center for Plantation Products Industry carries out activities that have an impact on the services provided. The purpose of implementing education and training at the Makassar City Center for Plantation Products Industry is to eliminate the gap between the abilities and education levels of civil servants with the requirements desired by the Makassar City Plantation Product Industry Center. This effort is carried out through the implementation of education and training aimed at adjusting and improving the ability of civil servants to work at the Makassar City Center for Plantation Products Industry.

Education and training (education and training) that have been carried out at the Makassar City Center for Plantation Products Industry are types of technical training including verification and validation training, certification training, writing paper preparation training, LPH training, environmental quality sampling training, calibration technical training, and other training . Education and training is actually a shared responsibility between each employee and his/her

agency, in this case the Makassar City Plantation Product Industry Center. This is in line with the Regulation of the Minister of Home Affairs Number 31 of 2007 which also explains that one of the efforts to create a professional apparatus can be carried out through education and training (training).

Based on the above background, the authors are interested in conducting research with the title "The Effect of Education and Training on Career Development of Civil Servants with Competence as Intervening Variables at the Makassar City Center for Plantation Products Industry".

Conceptual Framework for

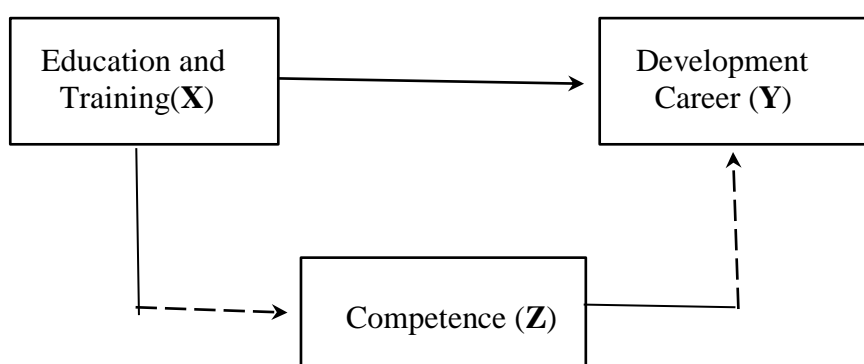


Figure 1: Conceptual Framework

- H₁ : Education and training affect career development
- H₂ : Education and training affect competence
- H₃ : Competence affects career development
- H₄ : Education and training have an indirect effect on career development through competence as an intervening variable.

RESEARCH METHOD

Type and Research Design

This research is an associative research with a quantitative approach. This research is said to be associative research because this research connects two or more variables. And it is said to be a quantitative approach because the approach used in research proposals, processes, hypotheses, down to the field, data analysis and data conclusions up to the research uses aspects of measurement, calculation, formulas and numerical data certainty. This research was conducted using data collection in the field by means of a survey and taking samples from one population and using a questionnaire as a data collection tool.

Location and Source of Data

This research was conducted at the Makassar City Center for Plantation Products Industry. Researchers conducted observations and *surveys* first at BBIHP in August 2020 before conducting research.

Population or Sample

The population in this study were 70 civil servants at the Makassar City Center for Plantation Products Industry. The sampling method in this study used a saturated sample, namely taking the entire population as a sample of 70 respondents.

Research Variables and Operational Definitions

1. Research

- a. Variables Independent Variables (*independentindependent*)
Thevariable (*independent*) is the variable that influences or causes the change or emergence of the dependent variable (*dependent*). Thevariables *independent* in this study are Education and Training.
- b. Bound Variable (*dependent*)
Bound variable (*dependent*) is a variable that is influenced or which is the result, because of the independent variable (*independent*). Thevariable *dependent* in this study is Career Development.
- c. Mediation Variable (*interveningintervening*)
This variable is anvariable which lies between the independent and dependent variables, so that the independent variable does not directly affect the change or the dependent variable arises (Sugiyono, 2010). Thevariable *intervening* in this study is Competence.

2. Operational DefinitionsOperational

Variables	Definitions	Indicators
Education and training	One of the ways or methods used by a human being with the aim of increasing general knowledge and understanding of the surrounding environment.	<ol style="list-style-type: none"> 1. Types of training 2. Objectives of training 3. Materials 4. Method used 5. Qualification of participants 6. And time
Career Development	A personal improvement made by a person to achieve a career plan and improvement by the personnel department to achieve a work plan in accordance with the path or level of the organization.	<ol style="list-style-type: none"> 1. Improved ability 2. Job satisfaction 3. Attitude and behavior
Competence	A knowledge, skills and abilities that are mastered by someone who has become a part of him, so that he can perform cognitive, effective and psychomotor behavior as well as possible.	<ol style="list-style-type: none"> 1. Knowledge 2. Skills 3. Attitude

Testing Validity and Reliability

1. Validity Test

According to Situmorang (2012) validity shows the extent to which a measuring instrument measures what it wants to measure. Testing the validity and reliability in this study using SPSS Statistic 25 software. A questionnaire containing the influence of education and training, competence on career development was given to 70 employees at the Center for Plantation Products Industry, Makassar City. Test the validity and reliability of the questionnaire in this study using the SPSS software application. The criteria in determining the validity of a questionnaire are as follows:

- a. If $r_{count} > r_{table}$ then the statement is declared valid.
- b. If $r_{count} < r_{table}$ then the statement is declared invalid.

2. Reliability Test

According to Situmorang (2012) reliability is an index that shows the extent to which a measuring instrument can be trusted or reliable. If a measuring device is used twice to measure the same phenomenon and the measurement results obtained are relatively consistent, then the measuring device is reliable.

3. Classical Assumption

a. Test Normality Test

According to Ghazali (2016) the normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. As it is known that the t and F tests assume that the residual value follows a normal distribution.

b. Heteroscedasticity Test

According to Ghazali (2016) the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another.

Data Collection Methods

1. Observational, namely the collection of research data by observing directly to the research location. The results of this method can be in the form of an overview of the research location along with other supporting results.
2. Questionnaire/Questionnaire, namely by compiling several questions related to research problems in accordance with the indicators in the preparation.
3. Literature Study, namely by collecting supporting literatures obtained from research objects and research locations. Sources of information from this literature study can be in the form of previous research, research journals, or recent literature books.

Data Analysis Techniques

1. Descriptive Qualitative Analysis

According to Arikunto (1998:245) Qualitative Descriptive Data Analysis is analyzing by giving predicates to the variables studied according to actual conditions.

2. Quantitative Analysis

According to Sugiyono (2015:23), quantitative data is data in the form of numbers or quantitative data that is scored (scoring). So quantitative data is data that has a tendency to be analyzed by means or statistical techniques. The quantitative analysis used is path analysis. According to Ghazali (2018), to test the effect of intervening variables, the path analysis method is used. Path analysis is an extension of multiple linear regression analysis or path analysis is the use of regression analysis to estimate causality relationships between variables (causal models) that have been determined previously.

3. Research Hypothesis

a. Test Partial Significant Test (t-test)

This test was conducted to determine how far the influence of an independent variable partially (individually) on the variation of the dependent variable. The test criteria are:

- 1) $H_0: b_1 = 0$, meaning that partially there is no positive and significant effect of the independent variable on the dependent variable.
- 2) $H_a: b_1 \neq 0$, meaning that partially there is a positive and significant effect of the independent variable on the dependent variable.
- 3) H_0 is accepted if the significance is > 0.05 .
- 4) H_0 is rejected if the significance value is < 0.05 .

b. The coefficient of determination (R^2)

The coefficient of determination aims to measure the ability of the model to explain variations in the independent variable or predicator. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable.

Description of Variable Description Variable

description in this study aims to describe the perception of respondents with a number of indicators used in this study, so it is necessary to score the average value of each indicator of each variable using the score criteria as follows:

No	Value / Score	Information
1	$1.00 < 1.80$	STS (Strongly Disagree)
2	$1.80 < 2.50$	TS (Disagree)
3	$2.50 < 3.30$	KS (Disagree)
4	$3.30 < 4.10$	S (Agree)
5	$4.10 < 5.00$	SS (Strongly Agree)

Based on the results of the scores/scores and the score criteria that have been described, a description of the research variables will be presented which is intended to provide an overview of the frequency and percentage of the variables to be studied in these are education and training, competence and career development for civil servants at the Makassar City Center for Plantation Products Industry.

RESULTS AND DISCUSSION

Types of Effects	P(> z)
Career Development ← Education and Training	0.048
Competencies ← Education and Training	0.001
Career Development ← Competencies	0.038
Competencies ← Career Development ← Education and Training	0.099

Effects of Education and Training on Career Development

Based on the results obtained Researchers through distributing questionnaires to employees of the Makassar City Plantation Product Center, showed that the education and training variables obtained a P value of 0.048 where this value was <0.05 so that it concluded that H1 was accepted, meaning that education and training had an effect on career development. This can be indicated that education and training have been implemented and have been running well, thus providing a positive influence on the career development of BBIHP employees. So that the more often employees are given the opportunity to take part in education and training, the career development of the Makassar City Plantation Product Industry Center will be better. This is in accordance with the theory put forward by Sumarsono (2009), namely education and training is one of the important factors in human resource development.

Effect of Education and Training on Competence

The findings obtained in this study that the education and training variables obtained a P value of 0.001 where this value was <0.05 so that it concluded that H1 was accepted, meaning that education and training had an effect on competence. This indicates that education and training at the Makassar City Center for Plantation Products Industry can have a significant effect on employee competence. The results of this study provide important implications, namely the need to improve education and training (training) for employees, both structural and technical training and functional training, so that they have high or adequate work competencies in carrying out their duties and positions. This is in accordance with the theory put forward by Rivai (2009), namely education and training (training) is part of the learning process to acquire and improve skills outside the education system that applies in a relatively short time with methods that prioritize practice rather than theory.

The Influence of Competence on Career Development

Based on the results of the analysis of this study through the distribution of questionnaires to employees of the Makassar City Plantation Product Center, which shows that the competence variable is obtained a P value of 0.038 where this value is <0.05 so that it concludes that H1 is accepted, meaning that competence has an effect on development career. These competencies have the biggest role in determining the career development of employees at the Makassar City Center for Plantation Products Industry. Because with high competence, the career development of employees at the Makassar City Plantation Product Industry Center can improve better. This is in accordance with the theory put forward by Marwansyah (2016) which says that competence is a combination of knowledge, skills, attitudes and other personal characteristics needed to achieve success in a job, which can be measured using agreed standards and can be improved through training, and development.

The Indirect Effect of Education and Training on Career Development through Competence

The findings obtained by researchers are based on the results of research data analysis regarding path analysis, namely the education and training variable, a P value of 0.099 is obtained where this value > 0.05 gives the conclusion that H0 is accepted, it means that education and training have no effect on career development through competence, this is obtained from the results of the above calculations show evidence that education and training through competence indirectly affect the career development of employees at the Makassar City Center for Plantation Products Industry. As the findings of previous research conducted by Spencer and Spencer (in Priansa, 2014) which stated that education and training is one way to gain competence.

CONCLUSION

The results of this study include education and training have a significant influence on career development, education and training have a significant effect on employee competence, competence has a significant influence on employee career development and education and training through competence indirectly affect development career of an employee at the Makassar City Center for Plantation Products Industry.

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