



FACTORS AFFECTING CAREER PLANNING: SKILL AND EXPERIENCE (LITERATURE REVIEW OF HUMAN RESOURCES MANAGEMENT)

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Abstract: Literature review article on the influence of ability and experience on career planning is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Ability influences Career Planning; 2) Experience has an effect on Career Planning. Apart from these 2 exogenous variables that affect the endogenous variable Career Planning, there are still many other factors including the variables of Leadership, Corporate Finance, Motivation, Employee Performance.

Keywords: Career Planning, Skill, Experience

INTRODUCTION

Career Planning aims to determine one's career goals in an organization or company. Determination of career goals is so that an employee can maintain his continuity and existence in a company or organization. However, in doing Career Planning, there are related factors, namely Ability and Experience. With good planning, employees will be able to achieve their goals in their careers. Moreover, in the era of the industrial revolution 4.0, where in Indonesia itself the policy of appointment as a permanent employee has a small chance, therefore someone must determine his career planning well.

This article discusses the factors that influence Career Planning, namely: Ability and Experience.

Formulation of Problem

Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:

1. Does Skill Affect Career Planning?
2. Does Experience Affect Career Planning?

LITERATURE REVIEW

Career Planning

Mathis (2006) defines career planning as focusing on work and identifying career paths that provide logical progress for people between jobs in the organization. Supriatna (2009) said that career planning is a student activity that leads to future career decisions. The purpose of career planning is that students have a positive attitude towards careers in the future. Based on the previous definition, it can conclude that career planning can be defined as a process used by a person to choose career goals and paths to achieve them. As a process that aims to match individual career goals and abilities with opportunities to fill them systematically.

Career planning is a continuous process of discovery. The process by which a person slowly develops a self-concept about work that is clearer in terms of talents, abilities, motives, needs and attitudes and values. (Baruch, Y. 2004)

Career planning is a process by which an individual formulates career goals and develops plans to achieve those goals. Career planning is designing what needs to be developed from future work activities. Dimensions or indicators of career planning are turnover, training, rewards. (Donny Agung Harvida, 2020)

Career planning is an effort made by individuals to understand better and be aware of the skills, interests, values, opportunities, obstacles, choices, and consequences in themselves that seek to identify career-related goals and establish plans to achieve them. Dimensions or indicators of career planning are skills and training. Career planning is closely related to self-confidence in making career decisions and setting career expectations and goals. Dimensions or indicators of career planning are self-efficacy. (Tri Rahayuningsih, 2021)

Career planning has been widely studied by previous researchers including: (Mulyadi et al., 2018), (Rimper & Kawet, 2014), (Ananda, 2019).

Skill

The company's activities must be supported by the skills it has so that it can provide an advantage compared to its competitors. According to Sumarwanto (2010), in his research, skills are the ability to learn before producing something with minimal expenditure of time and energy. From this understanding, it can understand that a successful organization must be able to increase its ability to make something by studying it first with minimal time and energy. (Elmi et al., 2016)

According to Kaplan (2005), Skills are the distinctive competencies of the organization: What it does best along dimensions such as people, management practices, processes, systems, technology, and customer relationships. From the above understanding, it can interpret that skills are distinctive competencies of organizations related to people, management practices, processes, systems, technology, and customer relations. In this regard, business organizations in their daily activities seek to improve and align their skills through human, information, and other organizational capital to achieve their goals. (Aima et al., 2017)

Skills have been researched by previous researchers, namely: (Ismail et al., 2022), (Ilhamalimy & Ali, 2021), (Wahono & Ali, 2021), (Effendy & Sunarsi, 2020), (Dana, 2012).

Experience

Experience is a skill that has been known and mastered by someone as a result of actions or work that has been carried out for a certain period. which are relevant are Length of service, level of knowledge and skills, and mastery of work or equipment. (Foster in Linda, 2021)

Ranupandojo in Linda (2021) experience is a measure of the length of time or period of work that a person has taken to understand the tasks of a job and have done them well. The decision to place a person's position, which is supported by experience, can improve his performance and have an impact on increasing company performance.

According to Siagian (2007: 52), work experience refers to how long a person has worked, how many types of work or positions he has done, and how many periods of service he has worked in each of these jobs or assignments. Many organizations pay attention to work experience (seniority) as a basis for promotion requirements (career development) by looking at the following considerations: (a) as a reward for an employee's services in terms of loyalty to the organization, (b) the assessment is objective because it is sufficient to compare years of service. The work of certain people considered for promotion (c) encourages the organization to develop its employees because the organization will eventually promote the employees who have worked the longest.

Experience has been researched by previous researchers, namely: (Kelejan et al., 2018), (Sulaeman Ardika, 2014), (Andrian & Fadillah, 2021).

Table 1. Relevant Previous Research

| No | Author (year) | Previous Research Results | Similarities with this article | Difference with this article |
|----|----------------------|---|--------------------------------|---|
| 1 | (Ananda, 2019) | The Effect of Job Performance Assessment on Employee Promotion at Panca Budi College Medan | Discussing Career Planning | Discussing Job Performance and Employee Promotion |
| 2 | (Fahmi & Ali, 2022) | Determination Of Career Planning And Decision Making: Analysis Of Communication Skills, Motivation And Experience (Literature Review Human Resource Management) | Discussing Career Planning | Discussing Career Planning |
| 3 | (Kasman & Ali, 2022) | Literature Review Factors Affecting Decision Making And Career Planning: Environment, Experience And Skill | Discussing Career Planning | Discussing Decision Making |
| 4 | (Asshidiq, 2018) | The Effect of Training and Work Environment on Performance with Job Satisfaction as an Intervening | Discussing Career Planning | Discussing Performance and Job Satisfaction |

| | | | | |
|---|-----------------------------|--|----------------------------|---|
| | | Variable for Civil Servants of the Yogyakarta City Education Office | | |
| 5 | (Hartanto & Andreani, 2019) | The Influence of Product Quality, Service Quality, and Physical Environment on Customer Loyalty Through Customer Satisfaction as a Mediation Variable At De Mandailing Cafe Surabaya | Discussing Career Planning | Discussing Customer Loyalty and Customer Satisfaction |

RESEARCH METHODS

The methods of writing scientific articles are qualitative methods and literature studies or library research. Reviewing theories and reviewing literature books that are in accordance with the theories discussed, especially the scope of human resource management (HRM). Besides that, it also analyzes reputable and unreported scientific articles and journals. All scientific articles sourced from Google Scholar and Mendeley.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for making comparisons with the results and findings. -findings revealed in research. (H. Ali & Limakrisna, 2013)

DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article in the concentration of Human Resource Management is:

1. The Effect of Skill on Career Planning

Skill is an ability to carry out or perform a job or task based on skills and knowledge and is supported by the work attitude required by the job. Thus, skills show skills or knowledge in a professional manner in a particular field and excel in that field. Skill has a significant effect on career planning. Skills can be seen from the ability to perform or carry out tasks, make decisions according to their roles and expertise, their knowledge with the aim of being able to carry out the tasks assigned by their superiors. (Khuzaimah, 2017)

Skills have an effect on career planning in line with research conducted by: (Harlie. M, 2012), (Sanusi Silitonga, 2022)

2. The Effect of Experience on Career Planning

A person's work experience can be taken into consideration in planning the type of work and the duration of doing the work. So that one's experience greatly influences managers in planning one's career. Work experience indicators can be seen from: Knowledge of underlying skills, work equipment, procedures and work process methods. Ismail (2021)

Experience influences career planning, this is in line with research conducted by: (Sulaeman Ardika, 2014), (Andrian & Fadillah, 2021).

Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:



Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Skill and Experience affect Career Planning.

Apart from the Skill and Experience variables that affect Career Planning. There are many other factors that influence Career Planning, including:

- 1) Leadership: (Ali et al., 2016), (Chauhan et al., 2019), (Suharyono & Ali, 2015), (Sudiantini et al., 2019), (Arifin & Hermawan, 2022), (Hermawan, 2021), (Suharyono & Ali, 2015), (Mukhtar et al., 2016).
- 2) Company Financial: (Saputra, 2022b), (Saputra, 2022a), (Munawar & Saputra, 2022), (Purwanti, 2021), (Saputra & Ali, 2021), (Wijaksono & Ali, 2019), (Maisharoh & Ali, 2020), (Ali, 2019), (Thanh Nguyen et al., 2019).
- 3) Motivation: (Prayetno & Ali, 2017), (Chauhan et al., 2019), (Prayetno & Ali, 2017), (Masydzulhak et al., 2016), (Putra & Ali, 2022), (Suleman et al., 2020), (BAstAri, A., & Ali, 2020), (Ikhsani & Ali, 2017), (Prayetno & Ali, 2020).
- 4) Work Employee: (Sari & Ali, 2019), (Ali, 1926), (Masydzulhak et al., 2016), (Prayetno & Ali, 2017), (Saputra & Ali, 2022), (Shobirin & Ali, 2019), (Hermawan & Arifin, 2021), (Hermawan, 2021).
- 5) Commitment: (Hapzi Ali, Mukhtar, 2016), (Saputra, 2022c), (Prayetno & Ali, 2017), (Sutiksno, S. D. U., Rufaidah, P., Ali, H., & Souisa, 2017).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Skill affects to Career Planning.
2. Experience affects to Career Planning.

Recommendation

Based on the conclusions above, there are other factors that influence Career Planning, namely: Leadership, Corporate Finance, Motivation, Employee Performance and Commitment.

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