



Implication of Training and Career Development Program on Worker Performance at Bank Republik Indonesia Syariah Kc Madiun

Ricko Anggara¹, Veithzal Rivai Zainal², Lenny Christina Nawangsari³

^{1),2),3)} Universitas Mercu Buana, Jakarta, Indonesia, ricko.anggara.bri@gmail.com

*Corresponding Author: Ricko Anggara¹

Abstract: One of the factors to improve human resources in the company or agency is conducting training which supported by career development to employees in order to defeat competition between companies, when human resources functions are in high quality; the output will be in maximum performance. Training is a comprehensive step of the company to develop the ability of individuals, groups, knowledge or attitudes which gained to change employee behavior in order to achieve predetermined goals. Career development is a sequence step taken by a person by making personal efforts with the aim of achieving career planning that has been set in accordance with the implementation of the field. Employee performance is a result of someone's activities in the organization. The aim of this paper is to see any impacts of training and career development on worker performance at Bank BRI Syariah KC Madiun. The population in this study is 'workers' of Bank BRI Syariah KC Madiun. The total sample in this study was all employees of Bank BRI Syariah KC Madiun as many as 42 respondents using total sampling (census). Data collection techniques in this study are literature, observations, interviews and dissemination of questionnaires. The analytical techniques used in this study are quantitative descriptive analysis and multiple linear regression analysis. The techniques of this study are training (X1,) and career development (X2) which have positive influence and have significance employee performance (Y) at Bank BRI Syariah KC Madiun.

Keywords: Training, Career Development, Worker / Employee Performance

INTRODUCTION

Quality of employee can be elevated by training and career development conducted by institution; this is one of competitive value among institution, the employee development contributes to institution growth in achieving goals. Kaswan (2016:2) argued if training is a way of maximizing knowledge and skill of employee by discipline attitude, skill, knowledge, and good behavior according to the profession. Attitude and good behavior are also important since capability of mastering knowledge and skill mean nothing if employee shown not good

attitude and behavior with less responsibility of all area of job. Effective training will support employee in mastering professionalism and responsibility of job to adapt and survive on difficult competition in a company or institution. Training is not only giving good impact to employee but also giving good contribution to company by constructive suggestion.

Besides giving training program to employee, it needs also career development with purpose of increase employee performance and huge amount of good promotion opportunity in specific favorite level, this will give impact to employee for being more excited continually. Sinambela (2017:260) has statement which said if training program and career development are activities which can be used to arrange employees' career plan. One of company purpose conducting career development program is to increase effectiveness of work implementation on achieving company goals. When career development is conducting, employees need to take the opportunity as well as it should be to elevate more capability, self-confidence, prestige, and higher motivation with better productivity supporting company achievement.

Company output can be achieved if employees presented optimize performance. Mangkuprawira (2009:220) said that performance is maximum result of all employee activities implementation following job description guidance given. There are some factors of performance as quantity and proportion, employee career plan, training program, promotional plan, future plan, and relationship with same level employee and superiors. What was happen in Bank BRI Syariah KC Madiun was not relevant e.g. unspecific training program execution impact to employees not focus when doing training but the institution still continue the training where the result was not in maximum level, and what actually happened in Bank Syariah KC Madiun for career development was not getting employees enthusiasm because of unspecific information of promotion to the next level and other crucial information thus employees performance were not in maximum. In conclusion, human resources management inside institution must be developed and more selective process to get better training and career development program.

LITERATURE REVIEW

Training

Suparyadi (2009:185) argued that training is a systematic way since employee with good totality / contribution should get more education for deep understanding of new method and working procedure, or it can be also said if training is a way of learning to let employee has knowledge, skill, more new knowledge, increase productivity, increase effectiveness and efficiency, increase eligibility with new powerful motivation to increase performance maximally. Furthermore, some benefits of training foe employee are able to increase level independence working, increase motivation, increase sense of belonging to company, decrease the number of turnover, and increase company profit. Training is also having some indicators as trainer, trainee, subjects, method, purpose, and target. The training method comprising: (1) Hands-on method, this method support employee to implement what have been done by doing many assignment or tasks given during the training, (2) on the job training method, this method simulating the real situation and also taking practice of the job itself for the real future job of the employee, (30 Off the job training method, this is employee activities outside working area to recover and develop managerial behavior to be better.

Career Development

Priansa (2016:161) stated if career development is a product of employee connection as individual contact the effort of career management given by company. However, other perspective from Burso (2015:95) said that career development is a continuously effort which has been done by individual independently to get achievement from career plan which

actually also referring company condition. It can be concluded that career development is a product of employee performance as individual which got maximum good progress. All the efforts purpose is implementing career plan which arranged with real company condition and also help individual and corporate goal. Furthermore, it can be used for increase employee's prosperity, maximize potential talent, and employee relationship engagement. This career development program is also conducted to present company social responsibility for employee. Beside all the things mentioned, company will also get some beneficial points such as able to solve obstacle by increase employee accountability and pride with high solidarity and loyalty. All of those aspects can be checked and analyzed the indicators shown career development of employee as individual which fully supported by human resource party in a company.

Employee performance

Wibowo (2016:70) explained if performance is a product of a task that was done to achieve target while Mangkunegara (2017:67) said if performance is visible and reviewable product from quality perspective and process which was done related to role and responsibility from all employee. There are some performance indicators affected by portion, composition, compensation, work area adaptation, training, promotional job level, security, and relationship with superior. Employees' performance is design to be a reflection of employees' quality in a company and also to give support to all employees elevating self-quality. Indicators that can be used for assessing effectiveness of employee performance are the total amount of job, work accuracy, time management, creative mindset, and cooperation working habit.

METHOD

This research can be classified as quantitative research with use Likert scale questionnaire form data as primer instrument of survey. The participants are 42 employees of Bank BRI Syariah KC Madiun, using sampling total technique for data collective activity. The research was conducted in is Bank Republik Indonesia Syariah KC Madiun with using Multiple Linear Regression analysis helped by IMB SPSS program V. 21.

ANALYSIS RESULT

Characteristic of Research Subject

Based on the data representing respondent condition found that the characteristic of respondent classified by age and gender. The first thing is classified respondents based on age ≤ 20 in amount of 2.4%, age 21-30 as much as 57.1%, by age 31-40 total rate is 38,1%, while employees with age ≥ 41 as much as 2.4%. The second classification is based on gender: male employee as much as 73.8% while female 26.2%. In addition, it can be concluded if employee distribution of Bank BRI Syariah KC Madiun dominated by age 21-30 as much as 24 employees and male employee as much as 31 people.

Multiple Linear Regression Model

The analysis result of linear regression is presented by table below:

Table 1. Multiple Linear Regression Model

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	-	7.760		-2,11	.834
1. Career development training	1,640	.147	.615	4.898	.000
	.718	.192	.142	1.131	.265
	.217				

Based on the data on the table, the result entered into below equation

$$Y = -1,640 + 0.718 X_1 + 0.217 X_2$$

Definition from equation above found constant value -1,640 which means variable X_1 and variable X_2 equal 0, thus variable Y in value of -1,640. Coefficient regression variable X_1 has positive value 0.718 which stated if variable X_1 increase positively will also increase the value of variable Y with total 0.718 units with assumption that the other independent variables have constant value. Coefficient regression of variable X_2 has positive value 0.217 means that if variable X_2 get positive increase the variable Y will be also increase to 0.217 units with assumption the other independent variables have constant value. It can be concluded if the data showed the hypothesis was accepted and stated X_1 and X_2 have significant impact to variable Y .

Coefficient of Determination

In simple way we can say that coefficient of determination is a coefficient represent the magnitude of the presentation of each independent variable, if the coefficient is getting bigger, the coefficient of determination will getting better where the independent variable give effect to related variable. The data served inside the table:

Table 2. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.676 ^a	.457	.429	1.95313

The data on table 2 presented R square value in amount of 457 or become 45.7% if counted on percentage. It can be concluded if training and career development as discussed on this research have impact to employee work performance as much as 45.7% and the rest percent 54.7 affected by other variables exclude what was mentioned on this research.

Hypothesis test

Significance test of the regression coefficient conducted to see the significant impact rate each variable X_1 and X_2 on variable Y . Single or partial testing utilized hypothesis test (T test) to check the result of each variable X on variable Y . It is to see the impact of training (variable X_1) career development (X_2) on employee performance (Y) can be seen on the table 1 which known that training (X_1) career development (X_2) have p-value (sig) 0.000 thus <0.05 . The result shows that variable X_1 and X_2 have high impact on employee performance in Bank BRI Syariah KC Madiun.

DISCUSSION

On this part the data checked by IBM SPSS V. 21 presented if t test of training (X_1) and career development (X_2) $>$ t table and it shows positive result.

The data and test result conclude if variable training (X_1) and variable career development (X_2) have positive impact to variable employee performance (Y). It presented

by sig value or variable training (X1) and variable career development (X2) less than significance rate used. It can be inferred if impact of training (X1) and career development (X2) on employee performance (Y) is quite big.

According to Suparyadi (2009:185) training is a systematic way since employee with good totality / contribution should get more education for deep understanding of new method and working procedure, or it can be also said if training is a way of learning to let employee has knowledge, skill, more new knowledge, increase productivity, increase effectiveness and efficiency, increase eligibility with new powerful motivation to increase optimum performance. In addition, Priansa (2016:161), stated if career development is a product of employee connection as individual contact the effort of career management given by company. It was also supported by Mangkunegara (2017:67) who said if performance is visible work achievement from accuracy and duration of working according to role and responsibility of each employee. In conclusion, optimum performance achieved by employee in a company where conduct training program and career development. Optimum performance can be achieved from work effort done systematically following standard and plan of training.

CONCLUSION

From the discussion of this study it can be inferred if the assessment of sample from each variable is quite good. Furthermore, conclusion of each variable as follows: (1) partial test result (t testing) found if training and career development respectively are able to have quite significant impact on employee performance in Bank BRI Syariah KC Madiun, (2) Coefficient of determination test result stated if variable training and career development have medium determination degree and positive, (3), based on t test, can be concluded if R square has value which states that training and career development have impact on employee performance especially in Bank BRI Syariah KC Madiun.

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