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The Influence of Competence and Work Ethic on Teachers' Career Development at SMK Pelita Ciampea 2

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Abstract: This study aims to analyze the influence of competence and work ethic on teachers' career development at SMK Pelita Ciampea 2. The research method used is a quantitative approach with data collection techniques through questionnaires distributed to 50 teachers. Data analysis uses the Partial Least Squares-Structural Equation Modeling (PLS-SEM) model. The results show that competence and work ethic have a positive and significant impact on teachers' career development. Good competence enhances professionalism, while a strong work ethic drives motivation and dedication in teaching. The implication of this study is the importance of schools improving teacher training and creating a supportive work environment to encourage career development.

Keyword: Competence, Work Ethic, Career Development and Teachers

INTRODUCTION

Human resources play an essential role in education, especially in creating quality educators. Teachers' career development is a crucial factor in improving educational quality. Competence and work ethic are key variables that contribute to teachers' career growth. Competence includes skills, knowledge, and attitudes that influence job performance, while work ethic involves dedication, discipline, and commitment to professional responsibilities.

Career development is essential for educators as it affects their motivation and job satisfaction. Research has shown that teachers with a strong work ethic and high competence levels tend to advance in their careers more quickly. Schools and policymakers must support career development initiatives to ensure a well-equipped and motivated teaching workforce. This study aims to determine how competence and work ethic influence teachers' career development at SMK Pelita Ciampea 2.

Literatur Review

Competence

Competence is defined as the ability of an individual to perform tasks effectively by applying knowledge, skills, and attitudes. According to Noe (2020), competence is crucial in enhancing employees' ability to perform their roles. Competence development in teaching includes pedagogical skills, subject expertise, and classroom management capabilities. Studies indicate that continuous professional development leads to improved teacher performance and career progression (Armstrong, 2014). Teachers with high competence are more likely to create engaging learning environments, utilize innovative teaching strategies, and effectively assess student progress.

Work Ethic

Work ethic refers to an individual's attitude towards their professional responsibilities. A strong work ethic involves attributes such as punctuality, responsibility, integrity, and dedication. Robbins and Judge (2017) emphasize that employees with a strong work ethic are more likely to achieve career success due to their commitment and productivity. Teachers with a strong work ethic are more likely to engage in continuous learning, mentor their students effectively, and contribute to the overall school environment. According to Herzberg (2003), work ethic significantly influences job satisfaction and professional success.

Career Development

Career development refers to the progression of an individual's career through education, training, and work experience. Effective career development strategies help educators advance their skills and obtain higher positions. Bass (2008) states that organizations that prioritize career development create a more engaged and productive workforce. Career development includes formal training programs, mentorship opportunities, and professional networking. Senge (1990) argues that a learning organization that supports career growth fosters employee commitment and innovation.

METHOD

This study employs a quantitative approach using a survey method. The research sample consists of 50 teachers at SMK Pelita Ciampea 2. The sampling technique used is the census sampling method. Data was collected through questionnaires using a Likert scale. The research framework includes three main variables: competence (independent variable), work ethic (independent variable), and career development (dependent variable). Data analysis was conducted using PLS-SEM to examine the relationships between variables.

1. **Data Collection** Data were collected through structured questionnaires distributed to teachers at SMK Pelita Ciampea 2. The questionnaire consisted of 20 items covering competence, work ethic, and career development. Responses were measured on a five-point Likert scale ranging from 1 (Strongly Disagree) to 5 (Strongly Agree). To ensure reliability and validity, the questionnaire was pre-tested with a small sample before full distribution.
2. **Data Analysis** The collected data were analyzed using PLS-SEM, a structural equation modeling approach that is effective for small sample sizes and complex models. The

analysis included measurement model evaluation (convergent and discriminant validity) and structural model assessment (path coefficients, R-square values, and hypothesis testing).

RESULTS AND DISCUSSION

Competence and Career Development

The analysis results show that competence positively influences teachers' career development, with a T-statistic value of 2.476 (>1.96) and a significance of 0.015 (<0.05). This finding indicates that teachers with higher competence have greater opportunities for career advancement. Teachers who engage in continuous professional development, attend workshops, and update their knowledge perform better and are more likely to receive promotions.

Work Ethic and Career Development

Work ethic also has a positive and significant effect on teachers' career development, with a T-statistic value of 2.114 (>1.96) and a significance of 0.039 (<0.05). Teachers with a strong work ethic are more likely to receive promotions and professional development opportunities. Consistent work habits, commitment to responsibilities, and enthusiasm for teaching significantly enhance career progression.

Combined Effect of Competence and Work Ethic

When examined together, competence and work ethic collectively contribute to teachers' career development. Schools that support teachers' professional growth and foster an environment that encourages dedication tend to see higher levels of job satisfaction and retention among educators. This finding aligns with previous studies that emphasize the combined role of competence and work ethic in shaping career growth.

CONCLUSION

This study concludes that competence and work ethic significantly influence teachers' career development at SMK Pelita Ciampea 2. Schools should enhance teacher training programs, provide opportunities for professional growth, and create a supportive work environment. Future research should explore additional factors such as leadership style, organizational culture, and mentoring in career development.

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