

The Effect of Education and Work Achievement on the Career Development of Employees With Work Motivation as a Mediator at the West Sumatra Regional Financial and Asset Management Agency Office

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Abstract

This study aims to determine the effect of education and work performance on the career development of employees with work motivation as a mediator at the office of the financial and asset management agency in the West Sumatra region. Respondents in this study were 70 people with the Total Sampling technique. Analysis of the data used is multiple linear regression. The test results show that education has a positive and significant effect on employee career development. Work performance has a positive and significant effect on employee career development. Education has a positive and significant effect on work motivation. Work performance has a positive and significant effect on work motivation. Work motivation has a positive and significant effect on employee career development. Education has a positive and significant effect on employee career development through work motivation. And work performance has a positive and significant effect on employee career development through work motivation.

Keywords: Education, Work Achievement, Career Development and Work Motivation

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I. Introduction

The development of Human Resource Management today is driven by the advancement of civilization, education, science, and the demands for competitiveness in the production of goods and services produced. This development began with the existence and division of labor between two or more people. Resource Management is

essential to achieve organizational goals through management which is a tool to achieve those goals. The purpose of the organization can be realized through the management of the existing workforce, both lower-level and top-level labor, this needs to obtain good management because human labor is an important asset for an organization.

A thriving career is often associated with the future of employees, although it does not guarantee success. Career development includes the process of identifying employee abilities and through the application of the right model to obtain them (Haryani 2013). Career development is very important for employees and companies because there is interaction between the company and the development of the company itself through the employee's career. Flexible career development support in job design and flexibility in career development planning emerged as a positive career development strategy that will affect employees' perceptions of work quality life (Ronald 2011).

Career development is the process of improving individual employability achieved in order to achieve the desired career Rivai (2010). Adnyani and Dewi (2019) career development is carried out to prosper and advance the ability of employees because employees are assets for the company. Wungkana et al (2015) argue that employee career development should be seen as an investment not a cost and that poor performance and low commitment are a cost in the organization. Career development has long-term career benefits that help employees to take greater responsibility in the future Wahyudi and Rizni (2017).

One of the things that affects career development is education. Education is an activity carried out with the intention of improving the quality of human resources. Improving the quality of human resources can be done through the implementation of education which includes efforts to improve and improve the knowledge, skills and attitudes of employees.

Penelitian conducted by Candra and Ardana (2016) states that education has a positive and significant effect on the career development of employees. Research conducted by Mulyawati (2008) states that education has a positive and significant effect on career development. Research conducted by Hastuti (2015) states that the level of education has a positive and significant effect on career development

H1 = suspected education has a positive and significant effect on employee career development

Work achievement is one way to be able to improve the career of an employee. In addition, work performance also provides benefits for calculating the feasibility of compensation and improving the quality of employees' work. Kasmir (2010) said that work performance is the result of employee work that is visible and felt related to the implementation of their duties in the company. Work performance is a visible output (output), while work behavior is how an individual performs his work,

which is reflected in his enthusiasm, discipline, responsibility, consistency, motivation and ability to adapt to his work environment Wahyudi (2008).

Research conducted by Ratih (2018) states that work performance has a positive and significant effect on career development. Meanwhile, research conducted by Sumadewi (2017) states that work performance has a positive and significant effect on career development.

H2 = suspected work performance has a positive and significant effect on employee career development.

Work motivation greatly affects the morale of employees who have the potential to achieve optimal results, so there is a need for encouragement so that employees are willing to exert all their potential. Motivation is needed to help a worker who is inspiring and has a high fighting spirit to work. And every employee who has motivation can work, especially developing his career in the company where he works.

Education also has an influence or impact on work motivation. Hasibuan (2007) education is defined as the influence of the environment on the individual to produce permanent or permanent changes in his behavior habits, thoughts and attitudes. So education is a dynamic activity in each individual's activity that affects his physical development, his mental, his emotions, his social and its effects. In other words, education is a dynamic activity that affects all aspects of the personality and life of the individual.

Previous research conducted by Deguci (2013) concluded that education has a positive and significant effect on work motivation. Septiana's research (2014) also concluded that education has a positive and significant effect on work motivation. Research conducted by Mulyawati (2008) also concluded that education has a positive and significant effect on work motivation.

H3 = suspected education has a positive and significant effect on work motivation

An employee certainly has a motivation that encourages them to work. Mangkunegara (2009) stated that there is a positive relationship between work motivation and work psychology. Employees who have high motivation will certainly have high morale. This high morale is what makes employees willing to do their work optimally, both in terms of quantity, quality and punctuality so that their work performance is maximized.

Previous research conducted by Harjanti and Pribadi (2014) concluded that work performance has a positive and significant effect on work motivation. Then the research conducted by Wardani (2009) concluded that work performance has a positive and significant effect on work motivation. Furthermore, research conducted by Hutama et al (2016) also concluded that work performance has a positive and significant effect on work motivation.

H4 = suspected work performance has a positive and significant effect on work motivation

Motivation defined by Mangkuprawira and Hubeis (2007) motivation is the drive that makes employees do things in a way and to achieve certain goals. Research conducted by Yikwa et al (2012) states that motivation has a positive and significant effect on career development. In research Afiq (2012) stated that motivation has a positive and significant effect on career development. Research by Nandafiriska (2021) also states that work motivation has a positive and significant effect on career development.

H5 = it is suspected that work motivation has a positive and significant effect on the career development of employees.

The results of previous research conducted by Karen et al (2021) in their research showed that education has a positive and significant effect on career development mediated by work motivation. Furthermore, research conducted by Mahmud et al (2018) shows that education has a positive and significant effect on employee career development mediated by work motivation.

H6=suspected education has a positive and significant effect on employee career development

The results of previous research conducted by Hutama et al (2016) in their research showed that work performance affects the career development of employees mediated by work motivation. Furthermore, research conducted by Adnyani and Dewi (2019) in their research shows that work performance affects employee career development mediated by work motivation

H7=suspected education has a positive and significant effect on employee career development

II. Material and Method

The type of research in this study is quantitative. The object of this study focuses on the career development of employees in the Regional Financial and Asset Management Agency of West Sumatra Province. The population contained in this study is all employees of the Regional Finance and Assets Agency of West Sumatra Province, which amounts to 70 employees.

Table 1

Operational Definition of Research Variables

Variable	Definitions	Indicators
Employee Career Developm ent (Y)	An effort to improve technical, theoretical, conceptual, and moral skills in accordance with	According to Handoko (2010) a measure of career development is taken which consists of three components,

Variable	Definitions	Indicators
	the needs of the job or position	namely 1. The opportunity to take part in training. 2. Opportunity to grow. 3. Career path
Education (X1)	Education is an activity to improve one's general knowledge, including increasing mastery of theory and decision-making skills on issues related to activities to achieve goals.	Education indicators according to Hariandja (2010) are: 1. Educational background 2. Knowledge insights
Work Performance (X2)	Prestation of work is the result of the work achieved by a person in carrying out the duties and work justified to him.	According to Mangkunegara (2009) the indicators of work performance are as follows: 1. Quality of work 2. Quantity of work 3. Whether or not it is reliable 4. Attitude
Work Motivation (M)	Work motivation is a process that helps determine the intensity, direction and perseverance of the individual in trying to achieve goals.	According to Maslow (1994) indicators of work motivation are as follows: 1. Physiological Needs 2. The need for a sense of security 3. Social needs or a sense of belonging 4. The need for awards 5. Actualization needs

This study has three variables, namely the terikat variable, the free variable and the mediation variable, where the bound variables in this study are employee career development (Y) and free variables namely education (X1), and work performance (X2), work motivation (M). Data analysis techniques use instrument tests (validity tests and reliability tests), classical assumption tests (normality tests, multicollinearity and heteroskedasticity tests) and multiple linear regression, test the t hypothesis and sobel test

III. Results and Discussion

The test results of research instruments for the influence of education and work performance on the career development of employees with work motivation as a mediator at the West Sumatra Regional Financial and Asset Management Agency Office.

1. Validity Test

This test aims to find out whether a study is valid or not, this test is declared valid if the r-count value is greater than the r-table value.

Table 2
Career Development Validity Test (Y)

Perreality	r-count	r-table	Conclusion
Y1	0.501	0,235	Valid
Y2	0.382	0,235	Valid
Y3	0.533	0,235	Valid
Y4	0.376	0,235	Valid
Y5	0.491	0,235	Valid
Y6	0.516	0,235	Valid
Y7	0,496	0,235	Valid
Y8	0,313	0,235	Valid
Y9	0,328	0,235	Valid

Source : SPSS 26 Data (Data processed in 2022)

From table 2 it is taken that out of all the pernyataan regarding the career development variable d a pat is declared valid where the r-count is greater dari r-table. Therefore , all statements can be used in further stages of data processing.

Table 3
Education Validity Test (X1)

Perreality	r-count	r-table	Conclusion
X1.1	0.695	0,235	Valid
X1.2	0.840	0,235	Valid
X1.3	0.847	0,235	Valid
X1.4	0.823	0,235	Valid

Source : SPSS 26 Data (Data processed in 2022)

From table 3 it is taken that of all the pernyataan regarding the educational variable d a pat is declared valid where the r-count is greater dari r-table. Therefore , all statements can be used in further stages of data processing.

Table 4
Work Performance Validity Test (X2)

Perreality	r-count	r-table	Conclusion
X2.1	0.511	0,235	Valid
X2.2	0.341	0,235	Valid
X2.3	0.508	0,235	Valid
X2.4	0.305	0,235	Valid
X2.5	0.335	0,235	Valid

X2.6	0.411	0,235	Valid
X2.7	0.480	0,235	Valid
X2.8	0.565	0,235	Valid

Source : SPSS 26 Data (Data diolah year 2022)

From table 4 it can be seen that out of all the pernyataan regarding the variable of work performance d a pat is declared valid where the r-count is greater d ari r-table. Therefore , all statements can be used in further stages of data processing.

Table 5
Work Motivation Validity Test (M)

Perreality	r-count	r-table	Conclusion
M.1	0.752	0,235	Valid
M.2	0.741	0,235	Valid
M.3	0.769	0,235	Valid
M.4	0.726	0,235	Valid
M.5	0.642	0,235	Valid
M.6	0.550	0,235	Valid

Source : SPSS 26 Data (Data diolah year 2022)

From table 5 it can be seen that out of all the pernyataan regarding the variable of work motivation d a pat is declared valid where the r-count is greater dari r-table. Therefore , all statements can be used in further stages of data processing.

2. Reliability test

The Reability Test is carried out using C ronbach's Alpha which if the value is more than 0.60 0 then shows the reliability (reability) of the instrument, and what if the value less than 0.600 then declared less reliable instrument

Table 6
Reliability Test

No.	Research Variables	Cronbach's Alpha	Role Of Thumb	Conclusion
1.	Education (X1)	0.912	0,600	Reliable
2.	Work Performance (X2)	0.737	0,600	Reliable
3.	Career Development (Y)	0.757	0,600	Reliable
4.	Work Motivation (M)	0.880	0,600	Reliable

Source : SPSS 26 Data (Data processed in 2022)

Based on the reliability test in table 6, it shows that *Cronbach's Alpha* pada variable education, job performance, career development and > 0.600. The table above shows that *Cronbach's Alpha* is greater than 0.600. So it can be concluded that the answers given by respondents are reliable so that the next stage of data processing can be carried out.

3. Normality test

In this test was carried out using the Kolmogorov-Smirnov test so that it could be a normal distribution. A data is said to be normally distributed if the result is ≥ 0.05 and if it is not normal if the result shows ≤ 0.05 . (Sugiyono, 2017). For more information, see the table below.

Table 7
Normality Test

Asymp. Sig. (2-tailed)	Alpha	Conclusion
0.405	0.05	Normal Distributed

Source : SPSS 26 Data (Data processed in 2022)

Based on table 7, it can be seen the processed data that the value of Asymp. Sig. (2-tailed) $0.405 > 0.05$, so it can be concluded that the data yang is processed normally distributed.

4. Multicholinearity Test

Testing the regression model found a correlation between free/independent variables.

Table 8
Multicholinearity Test

Variable	VIFs	Tollerance	Conclusion
Education	1,062	0. 941	No multicholinearity
Work Performance	1,140	0. 877	No multicholinearity
Work Motivation	1,204	0,830	No multicholinearity

Source : SPSS 26 Data (Data processed in 2022)

Based on the results of the multicollinerity test in table 8, it shows the toll value 1 erance dari education variable $0.941 > 0.1$ and the VIF value $1.062 < 10$, the work performance variable $0.877 > 0.1$ and the VIF value $1.140 < 10$, the work motivation variable tolerance value of $0.830 > 0.1$ and VIF $1.204 < 10$, it canbe concluded that among the three variables there is no multicholinearity problem or commonly called free from symptoms of multicholinearity.

5. Heteroskedasticity Test

Heteroskedasticity test is testing for differences in variance from the residual of one observation to another, where if this happens, it is concluded that there are symptoms of heteroskedasticity

Table 9
Heteroskedasticity Test

Variable	Sign	Alpha	Conclusion
Education	0. 560	0,05	No heteroskedasticity occurs
Work Performance	0. 787	0,05	No heteroskedasticity occurs
Work	0.821	0,05	No heteroskedasticity occurs

Motivation			
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Source : SPSS 26 Data (Data processed in 2022)

Based on the results of the heteroskedasticity test through SPSS, it can be seen that the value of sign. each independent variable and the mediation variable above is greater than the Alpha value (0.05). So it can be concluded that all independent variables and mediation variables have no indication of heteroskedasticity.

6. Multiple Linear Regression Analysis

Calculation of multiple linear regression between education (X1), achievement (X2), career development (Y) and work motivation (M) which in the calculation is assisted by the SPSS program so that results are obtained as follows in the table below:

Table 10
Results of Multiple Linear Regression Analysis Stage 1

Information	Regression coefficient
Constant	6,454
Education	0.205
Work Performance	0.470

Source: SPSS 26 data (Data processed in 2022)

Based on table 10 can be obtained the following regression equation model:

$$M = a + b_1X_1 + b_2X_2$$

$$M = 6,454 + 0,205X_1 + 0,470X_2$$

Where that is to say, the regression equation above shows the relationship between the independent variable and the mediation variable partially, from the equation it can be concluded that:

1. The result of the constant is 6.454, meaning that if education (X₁) and work performance (X₂) are in a constant (fixed) state, then the value of work motivation (M) is 6.454.
2. The education variable (X₁) has a positive regression coefficient value of 0.205. This means that each education increases by 1%, then work motivation will increase by 0.205 or 20.5% and the assumption of other variables is constant.
3. The work performance variable (X₂) has a positive regression coefficient value of 0.470. This means that every work performance increases by 1%, then work motivation will increase by 0.470 or 47% and the assumption of other variables is constant.

Table 11
Results of Multiple Linear Regression Analysis Stage 2

Information	Regression coefficient
Constant	8,807
Education	0.132
Work Performance	0.670
Work Motivation	0,160

Source: SPSS 26 data (Data processed in 2022)

Based on table 11 can be obtained the following regression equation model:

$$Y = a + b_3X_1 + b_4X_2 + b_5M$$

$$Y = 8,807 + 0,132X_1 + 0,670X_2 + 0,160M$$

Where it means, the regression equation above shows the relationship between the independent variable, the mediation variable and the dependent variable partially, from the equation can be drawn a conclusion that:

1. The result of the constant of 8.807 means that if education (X_1), work performance (X_2), and work motivation (M) as mediating variables are in a constant state (fixed), then the career development value (Y) is 8.807.
2. The education variable (X_1) has a positive regression coefficient value of 0.132. This means that each education increases by 1%, then career development will increase by 0.132 or 13.2% and the assumption of other variables is constant.
3. The work performance variable (X_2) has a positive regression coefficient value of 0.670. This means that every work performance increases by 1%, then career development will increase by 0.670 or 67% and the assumption of other variables is constant.
4. The work motivation variable (M) has a positive regression coefficient value of 0.160. This means that every work motivation increases by 1%, then career development will increase by 0.160 or 16% and the assumption of other variables is constant.

7. Test the Hypothesis t

In this test, in order to be able to find out the test in determining the influence of independent variables and mediation variables on dependent variables partially and used to measure the significant influence of independent variables on dependent variables.

Table 12
Hypothesis Test t Stage 1

No	Variable	t-count	t-table	A	Sign	Conclusion
1	Education (X_1)	2,026	1,996	0,05	0.047	diaccept
2	Work Performance (X_2)	6,472	1,996	0,05	0.000	Accepted
3	Work Motivation (M)	2,073	1,996	0,05	0.042	Accepted

Source : SPSS 26 data (Data processed year (2022)

Based on the table above, the results of the t test can be explained as follows:

- a. The results of the t test for educational variables on career development obtained a t-count result of $2.026 > 1.996$ t-table with a significant value of $0.047 < 0.05$, then H_0 was rejected and H_1 was accepted. This can be interpreted to mean that education has a positive and significant effect on career development.
- b. The test results for the variable work performance on career development obtained a t-count result of $6.472 > 1.996$ t-table with a significant value of $0.000 < 0.05$, then H_0 was rejected and H_1 was accepted. This means that work performance has a positive and significant effect on career development.
- c. The results of the t test for the variable of work motivation towards career development were obtained hasil t-count of $2.073 > 1.996$ t-table with significance values of $0.042 < 0.05$, then H_0 was rejected and H_1 was accepted. This means that work motivation has a positive and significant effect on career development.

Table 13
Hypothesis Test t Stage 2

No	Variable	t-count	t-table	A	Sign	Conclusion
1	Education (X1)	2,038	1,996	0,05	0.046	diaccept
2	Work Performance (X2)	3,058	1,996	0,05	0.003	Accepted

Source : SPSS 26 data (Data processed year (2022))

Based on the table above, the results of the t test can be explained as follows:

- a. Hasil test t education on work motivation obtained a t-count of $2.038 > 1.996$ t-table with significance values of $0.046 < 0.05$, then H_0 was rejected and H_1 was accepted. This means that education has a positive and significant effect on work motivation.
- b. The results of the work performance test on work motivation were obtained t-count of $3.058 > 1.996$ t-table with a significance value of $0.003 < 0.05$, then H_0 was rejected and H_1 was accepted. This means that work performance has a positive and significant effect on work motivation.

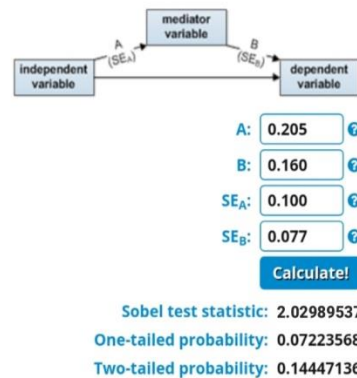
8. Sobel Test

The sobel test was used to test the mediation variables in this study. Mediation testing was carried out using a method developed by Sobel known as the Sobel test with *Free Statistics Caculation for Sobel Test software version 4.0* (kal onlineculator).

- a. Indirect Influence of Education on Career Development of Employees yang Mediated oleh Work motivation.

The following are the calculation results through the *Free Statistics Caculation for Sobel Test Software version 4.0*.

Draw 1 Sobel Test Results Phase 1



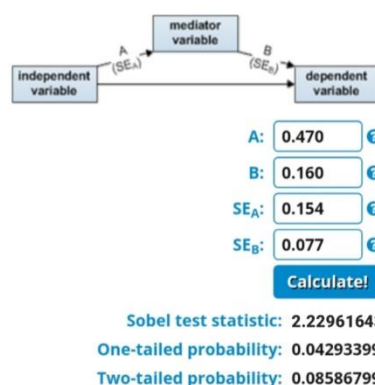
Source: Sobel Test version 4.0 output results

Based on the calculation of the mediation test above, it shows that the number on the Sobel test statistics is 2.02989537. The results of the mediation test were greater than the t-table, namely 1.996 and a One-tailed probability value of $0.07223568 > 0.05$ and a Two-tailed probability of $0.14447136 > 0.05$, so it can be concluded that work motivation can mediate the influence of work motivation variables on career development.

- b. Indirect Effect of Work Performance on Employee Career Development yang Mediated oleh Work motivation.

The following are the calculation results through *the Free Statistics Caculation for Sobel Test Software version 4.0*

Draw 2 Sobel Test Phase 2 Test Results



Source: Sobel Test version 4.0 output results

Based on the results of the mediation test above, the number on the Sobel statistical test is 2.22961643. The results of the mediation test are greater than the t-table, namely 1.996 and the One-tailed probability value of $0.04293399 < 0.05$ and Two-tailed probability of $0.08586799 > 0.05$, so it can be concluded that work

motivation can mediate the influence of work performance variables on employee career development .

DISCUSSION

The Effect of Education (X_1) On Career Development Employees (Y).

From the results of data analysis that has been carried out by researchers, it was found that the education variable has a t-count value of $2,026 > 1,996$ t-table with a signification value of $0.047 < 0.05$ which means that education has a positive effect and significant to career development, then in this study it is stated **H_1 is accepted.**

This happens if the education owned by BPKAD West Sumatra employees is high, then the career development of employees will increase. The results of this research are in line with research conducted by Ratih (2018) in his research shows that education has a positive and significant influence on the career development of employees.

Furthermore, the results of research conducted by Candra & Ardana (2016) showed that education has a positive and significant effect on career development. This means that if education improves, then career development will actually increase.

Effect of Work Performance (X_2) On Career Development Employees (Y)

From the results of data analysis that has been carried out by researchers, the work achievement variable has a t-count value of $6,174 > 1,996$ t-table with a significance value of $0.000 < 0.05$ which means that work performance has a positive and significant effect on career development, then in this study it is stated **H_2 Accepted.**

This shows that career advancement largely depends on the good and ethical work performance of the employees. If employees have poor work performance and ignore other career development efforts, then it can hinder the opportunity for advancement in career development employees.

The results of this study are in line with previous research conducted by Rina and Parengki (2013) in their research shows that work performance has a positive and significant effect on career development of employees. Furthermore, this research is also in line with research conducted by Ratih (2018) in his research also shows that work performance has a positive and significant effect on the career development of employees. This means that the better and higher the work performance, the more career development will be the more the staff.

The Effect of Education (X_1) on Work Motivation (M)

From the results of data analysis that has been carried out by researchers, the work education variable has a t-count value of $2,038 > 1,996$ t-count with a significance value of $0.046 < 0.05$, which means that H_0 is rejected and H_3 is accepted, so it can be concluded that education has a positive and significant effect on work motivation, then in this study it was stated **H_3 was accepted.**

Education is important because it is a way used by organizations to maintain, maintain, maintain employees in the organization and at the same time increase the insight of employees to be able to improve his career path.

The results of this study are in line with previous research conducted by Deguci (2013) in his research shows that education has a positive and significant effect on work motivation. Furthermore, this research is also in line with research conducted by Septiana (2014) in her research also shows that education has a positive and significant effect on work motivation.

Effect of Work Performance (X₂) On Work Motivation (M)

From the results of data analysis that has been carried out by researchers, the work performance variable has a t-count value of $3,058 > 1,996$ t-table with a significance value of $0.003 < 0.05$ which means that H_0 is rejected and H_4 is accepted, so it can be concluded that work performance has a positive and significant effect on work motivation, then in this study it is stated **H₄ is accepted.**

Work performance whose purpose is to motivate employees so that deficiencies in carrying out work can be eliminated. Where work assessment involves setting work standards, assessing employee work results with these standards, and providing feedback to employees. So that it can be said that the implementation of work achievements has been carried out clearly, openly, fairly, providing *feedback*, and having an impact on employee work motivation.

The results of this study are in line with previous research conducted by Harjanti and Pribadi (2014) in their research shows that work performance has a positive and significant effect on employee work motivation. Furthermore, this research is also in line with research conducted by Wardani (2009) in his research also shows that work performance has a positive and significant effect on work motivation.

The Effect of Work Motivation (M) on Employee Career Development (Y)

From the results of data analysis that has been carried out by researchers, the work motivation variable has a t-count value of $2.073 > 1.996$ t-table with a significance value of $0.042 < 0.05$, which means that H_0 is rejected and H_5 is accepted, so it can be concluded that work motivation has a positive and significant effect on development employee career, then in this study it is stated **H₅ accepted.**

Work motivation is a pleasant and unpleasant emotional attitude depending on how the employee perceives the work they are doing. Employees who have high work motivation will be able to complete their workers well so that they can achieve goals in an organization, this can affect the career development of employees.

The results of this study are in line with previous research conducted by Yikwa et al (2012) in their research showing that work motivation has a positive and significant effect on employee career development. Furthermore, this research is also in line with research conducted by Afiq (2012) in his research also shows that work motivation has a positive and significant effect on employee career development.

The Effect of Education (X₁) On Career Development Employee (Y) Mediated by Work motivation (M)

From the results of the sobel test that has been carried out by researchers, it shows that the number on the *Sobel test statistics* is 2.02989537. The results of the mediation test are greater than the t-table of 1.996 and the *One-tailed probability value* of $0.07223568 > 0.05$ and *Two-tailed probability* of $0.14447136 > 0.05$, so it can be concluded that education has a positive and significant effect on career development mediated by motivation work, then in this study it is stated **H₆ is accepted**.

Education is one of the factors that play an important role in improving career development, career development that is well managed by an organization will provide high enthusiasm for employees to achieve their careers hope and can increase the work motivation of employees at the West Sumatra Regional Financial and Aser Management Agency.

The results of this study are in line with previous research conducted by Karen et al (2021) in their research showing that education has a positive and significant effect on employee career development mediated by work motivation. Furthermore, this research is also in line with research conducted by Mahmud et al (2018) showing that education has a positive and significant effect on employee career development mediated by work motivation.

Effect of Work Performance (X₂) On Career Development Employees (Y) Mediated by Work Motivation (M)

From the results of the sobel test that has been carried out by researchers, it shows that the number on the *Sobel test statistics* is 2.22961643. The results of the mediation test are greater than the t-table, namely 1.996 and the *One-tailed probability value* of $0.04293399 < 0.05$ and the *Two-tailed probability* of $0.08586799 > 0.05$, so it can be concluded that work performance has a positive and significant effect on the career development of employees mediated by work motivation, then in this study it is stated **H₇ accepted**.

If the need to maintain the lives of employees physically and psychologically can be met, employees will work better and more easily achieve high work achievements, So it will have an effect on his career development.

The results of this study are in line with research conducted by Hutama et al (2016) in their research showing that work performance affects the career development of employees which is mediated by work motivation. Furthermore, this research is also in line with research conducted by Adnyani and Dewi (2019) in their research shows that work performance affects employee career development mediated by work motivation

IV. Conclusion

In the results of research that has been carried out, the conclusions in this study are made, namely education and work achievement have a positive and significant effect on mediated career development by work motivation at the Office of the West Sumatra Regional Financial and Asset Management Agency

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