

Effect of Education Level and Employee Work Performance Appraisal on Career Development in the Office PDAM Padang City

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Abstract

This study aims to determine the effect of education level and work performance assessment on the career development of PDAM Padang City employees. This research is in the form of quantitative research using primary data obtained from distributing questionnaires. The research population includes employees at PDAM Padang. The research sample data were 91 respondents. The data analysis method used was multiple linear regression. The results of this study indicate that the level of education has a positive and significant effect on career development and job performance appraisal has a positive and significant effect on career development.

Keywords: Education level, work performance assessment, career development.

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I. Introduction

Human Resources (HR) is one of the important factors in every activity of a company. In the face of the current of globalization, whether or not a company is willing to achieve its goals, it really depends on the ability of human resources to carry out the

tasks that have been given by company. . For this reason, increasing the productivity of the company's human resources must be able to manage human resources well as well, as well as utilize optimally so that the goals expected by the company can be achieved (Rohmah, 2018). Because employees are human resources that are needed, because they are people who provide their energy, talents and activities to a company. Every human resource who works with an organization definitely wants an improvement in their career. A thriving career is often associated with the future of employees, although it does not guarantee a success and career development also concerns the process of identifying the career ability of employees and through the application of the right model to get it because career development has many uses in the future such as making it easier for employees to be more responsible in the career path in the future.

Career development is very important for an organization or company, one of which is at the PDAM Padang office where there are 240 employees working in the Padang City PDAM . dnature career development things, of course, must always be developed in an employee so that with it is able to improve the performance of the employee mentioned, from the results of the interview with the HRD (Human Resource Department) staff at PDAM Padang denying that the career development of employees at PDAM Padang is carried out in various ways, such as providing promotions to employees for promoted. This promotion is carried out when there is a vacant position, so that a promotion is carried out for karyawan who is outstanding and able to occupy the position, but this promotion is carried out takes quite a long time. In addition, the career development of employees at PDAM Padang is carried out by attending seminars on the positions occupied, so that employees get an understanding and knowledge new related to the development of his work. However, this seminar is rarely carried out by the company itself and PDAM padang city also rarely sends its employees to attend seminars outside the company as an increase in knowledge dan insight. One of the aspects that affect the career development of employees is the level of education. The level of education is the level of education taken by employees so that they arrive at the job position they are engaged in so that it can be interpreted as a level or The level of education of employees in an organization is very influential on their own career development.

The level of education of an employee will affect his career development in a company, employees who have educational qualifications in accordance with the

promotion of the position to be given , more likely to develop their careers than employees who do not have low educational qualifications . (Susanto and Sari 2013) Apart from the fish pendid level factor, the assessment of work performance also affects the career development of employees.

There is a previous research conducted (Susanto && Rina Devita Sari, 2013) which concluded that the level of education has a positive and significant effect on the career development of employees of the large family cooperative PT Semen Padang. As well as research conducted (Siskarini &jayanti Sg.A.A,2016) which concluded that the level of education has a positive and significant effect on the career development of civil servants in the office of the peace of order service and the City civil service police unit. Denpasar.

H1 : Suspected education level has a Positive and Significant Effect on Career Development at the Padang City PDAM Office

Work performance assessment is a system used to assess and find out the extent to which an employee has carried out their respective jobs as a whole (Harjati Dhyah, 2014) Assessment of work performance is important because it can provide information to improve the company's performance in the future, as a basis for employee work discipline, consideration in placement decisions position, as well as the needs of training, planning, and career development of employees (Harjanti Dhyah 2014).

There is a previous study that stated that the assessment of work performance had a positive and significant effect on career development at the Supervisory Office and Customs service type B Pemantangsiantar (Nur Insaini, 2015).

H2 : Assessment of work performance at the level of education has a Positive and Significant Effect on Career Development at the PDAM Office in Padang City

II. Material and Method

The type of research used for this research is an if quantification research method where there will be an objective research approach in the form of numbers and using statistical testing. The population in this study was all employees of the PDAM office in Padang City totaling 240 people. The data sources used in this study were primary data, namely data on the results of the distribution of questionnaires to PDAM office employees in Padang City and skunder data used in this study. in the form of

literature studies, journals, literature related to the problem, and other documentation information that can be taken through an online system (internet) or contained on magazines.

Table 1
Variable Operational Definitions

No.	Variable	Variable Operational Definitions	Indicators	Source
1.	Education level (X1)	A long-term process that uses systematic, and organized procedures, by which the managerial workforce studies conceptual and theoretical knowledge for general purposes.	Level of education The suitability of the major with the work	Zainun (2016)
2.	Work Performance Assessment (X2)	Work performance assessment is an activity carried out by the company to allow employees to know how their work performance is, and the extent to which the results of their work are assessed by superiors.	Collaborate A responsibility Leadership Discipline	(Mangkunegara, 2014)
3.	Career Development (Y)	Career development is the process of improving the work ability of individuals achieved in order to achieve the desired career	Employability Organizational loyalty Mentors and sponsors Opportunity Management support	Handoko (2016)

Source : *Variable Operational Definition*

In this study using instrument test data analysis techniques (validity test and reliability test), classical assumption test (normality test, multicollinearity test, heteroskedasticity test), data analysis method (descriptive analysis, multiple regression analysis) and using hypothesis test (partial test, simultaneous signification test, coefficient of determination test) Multiple regression analysis aims to examine the relationship of influence between one variable against another. The affected variables are called

dependent variables, while the influencing variables are called free variables or independent variables Using the formula :

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$

Ket : Y = Career development

X1 = Level of education

X2 = assessment of work performance

α = Constant Coefficient

β_1 = Regression coefficient for career development

β_2 = Regression coefficient for the assessment of work performance

e = error of the disruptor (standard error) / residue

III. Results and Discussion

Based on the calculation of multiple regression analysis between Education Level (X1) and Work Performance Assessment (X2) and Career Development (Y) in the calculation, the results can be obtained in the table below:

Table. 6th

Summary of Multiple Regression Analysis Results

Bound Variables	Constants and Free Variables	Regression Coofisients
CareerDevelop ment (Y)	Constant (a)	5. 525
	Education Level (X1)	. 348's
	Work Performance Assessment (X2)	. 481

Source : SPSS 16 Data (Data processed in 2022)

Based on table 6, a regression equation model can be obtained as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 5. 252 + 0.348 X_1 + 0.481 X_2$$

Where it means that the regression equation above shows the relationship between an independent variable and a dependent variable partially, from the equation can be concluded that the value of the constanta is = 5. 525 means that if there is no change in the variables of Education Level (X1) and Work Performance Assessment (X2) then the value is 0 (zero) so that the career development will be remains by 5. 525 units. The value X1 = 0. 348 means that the regression coefficient of the level of education shows a positive direction. This means that if the Level of Education

increases, the career development will increase by 0.348 units. The value of $X_2 = 0.481$ means Regression coefficient, the assessment of work performance shows a positive direction. This means that if the career development assessment increases, career development will increase by 0.481 units.

T Test

To determine the influence of Education Level and Work Performance assessment on career development, hypothesis testing is carried out through a t test with the following results:

Table 7

Regression Coefficient Calculation Result (T Test)

Free Variables	T Table	T count	Sig.	Conclusion
Education level (X1)	1.984	4.109	0.000	H ₁ accepted
Work performance assessment (X2)	1.984	4.530	0.000	H ₁ accepted

Source : SPSS 16 Data (Data processed in 2022)

Based on the table above, it shows that the hypothesis test is partially as follows: the results of the t test of the education level variable (X1), the value of $t_{\text{count}} > t_{\text{of the table}}$ ($4.109 > 1.984$) or the significance value of $0.000 < 0.05$, it can be concluded that the level of educators has a positive and significant effect on employee career development. Test results t variables assessment of work performance (X2), Value $t_{\text{count}} > t_{\text{table}}$ ($4.530 > 1.984$) or significance value $.0000 < 0.05$ then it can be concluded that the assessment of work performance partially has a positive and significant effect on the career development of employees.

Table 8 Simultaneous Tests

ANOVA

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	3935,735	2	1967,867	149,874	,000 ^b

Residual	1155,452	88	13,130		
Total	5091,187	90			

Source : SPSS 16 Data (Data processed in 2022)

From the table it can be concluded that simultaneously the level of education (X1), the assessment of work performance (X2) has a significant effect on career development, due to a significance value of $0.000 < 0.05$.

Coefficient of determination test (R²)

Table 9

Coefficient of Determination Analysis

Model Summary^b

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,879 ^a	,773	,768	3,62355

Source : SPSS 16 Data (Data processed in 2022)

From table 9 above, it can be seen that the value of the coefficient of multiple linear determination (*Adjusted R Square*) is 0.768, meaning 76.8% of the degree of influence of the level of education (X1), and the assessment of work performance (X2) on career development while the remaining 23.2% was overwhelmed by other variables not studied in this study.

Effect of Education Level (X1) on Career Development

Based on the processed data presented for the first hypothesis, the results of the variable Education level had a positive effect and were significant on the career development of employees at the PDAM office in Padang City, then the first hypothesis is **accepted**. A good level of education greatly affects the performance of an employee in the employee's career development, one of which is the level of education as happened to employees of PT PDAM Padang the level of education affects career development, the level of education helps in carrying out work, the education of the acquired skills is useful in work in the office, education is needed to produce good performance as well, jobs that are pursued in accordance with educational qualifications, PDAM provides tasks in accordance with the education majors taken, feel confident in doing tasks with their educational

qualifications, employees feel that the higher the level of education, the higher the position which will be obtained in the office, the agency where you work, providing opportunities to attend education and training to support performance.

The results of this study are supported by the results of previous research researched by (Pangestut, 2019) on the analysis of work experience, competence, education and training that the level of education affects employee career development. The results of the research (Sari, 2013) explained that one of the concrete things to encourage the career development of employees is to get an adequate education, this will allow workers to can develop abilities and proficiencies in their work. By paying attention to the level and level of education that the employee has, can determine the work that will be given to him. This will facilitate the career path that will be taken to achieve the career goals of employees.

Effect of Work Performance Assessment on Partial Career Development

Based on the processed data presented for the second hypothesis , the results of the assessment variables for the level of education have a positive and significant effect on the career development of employees at the PDAM kota padang office. , then the second hypothesis **is accepted**. It can be concluded that the assessment of work performance partially has a positive and significant effect on career development That is, the assessment of employee work performance affects the career development of employees , such asi Cooperation is reflected in the assessment of work performance in maintaining good relations among employees, assessment of work performance holding the willingness of employees to participate and in collaboration with other employees, the Company conducts an objective assessment of the employee's work prestas i, Assessment of work performance related to tasks and responsibilities according to the field of work, the implementation of work performance assessment does not affect employees (all matters related to religion, race, ethnicity, gender, or other matters), Employee discipline in complying with regulations that have been adjusted by the company including work performance assessment, work performance assessment carried out with timely discipline, the achievement of tasks charged to employees based on experience skills. The results of the research are supported by research (Insaini, 2019) on the effect of assessing employee work performance has a positive and significant effect on employee career development At the Office of Supervision and Service of Customs and Excise Type B Pematangsiantar. This research is also in line with research (Hasibuan, 2013) said that one of the uses of work performance assessment is to improve career development of karyawan so that it is achieved the goal of getting good performance

IV. Conclusion

Based on the results of research on the Effect of Education Level and Employee Work Performance Assessment on Career Development at the Padang City PDAM Office, from the discussion processed using SPSS, it was obtained that the Level of Education and Assessment Work Performance has a positive and significant effect on Career Development at the Padang City PDAM Office

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