

The Role of Education and Training on Employee Career Development at the Aceh Manpower and Population Mobility Service

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ABSTRACT:

This study aims to determine the role of education on employee career development at the Aceh Manpower and Population Mobility Service. population of employees at the Aceh Manpower and Mobility Department as respondents. The data analyzed in this study is primary data in the form of questionnaire circulation. The data is then processed through multiple linear regression analysis with the help of SPSS. The objects in this study are the facilities, individual abilities, and efforts of the independent variables. performance. The results of this study identify that simultaneously, the variables of Education and Training on the Career Development of Employees at the Aceh Manpower and Population Mobility t-test. The results of the study on the education and training variable (X) obtained $t_{count} = 34,356$ while $t_{table} 2,086$, the results of this calculation indicate that $t_{count} > t_{table}$ with a significance level of 0.000 or the probability is far below = 5%. Thus, the results of statistical calculations show that partially the education and training variables play a significant role in increasing the career development of employees at the Aceh Manpower and Population Mobility Service. Aceh Manpower and Population Mobility Service.

Keywords: Education; Training; Career Development.

JEL Classification: A2; M53; P36.

INTRODUCTION

The implementation of organizational or agency activities is always expected on various problems related to the function of human resources in the organization such as personnel functions, finance and others [1,2,3]. Especially for personnel issues, organizational leaders need to pay attention to all aspects related to planning, organizing, directing and supervising the organization [4,5,6]. Leaders need to determine all policies on the allocation of human resources appropriately in an organization because the development and progress of the organization is strongly influenced by human resources [7,8]. The problem of employee skills and abilities is one of the most important factors to be developed so that they can adapt to changes in their work environment so that dynamism can be maintained [9,10]. In this case, the Aceh Manpower and Population Mobility Office as an agency that is also responsible for smooth transportation has a very large role in creating people's economic improvements and the success of national development. To preserve these economic activities requires a good management supported by the level of education and the ability of the official employees to remain strong in facing every

challenge, must also prioritize education and training towards employee career advancement, because this is a very valuable organizational asset.

LITERATURE REVIEW

In order to achieve the goals of the organization, many things can be done, including by providing education and training for its employees, both old employees and new employees [11,12,13]. Before we discuss education and training in this organization further, it is better to know the meaning of education and training. Education is one of the activities to increase one's general knowledge, including increasing mastery of theory and decision-making skills on problems to achieve goals [16]. Exercise is an activity to improve one's work ability in relation to economic activity [17]. Training helps employees understand a practical knowledge and its application to improve the skills, skills and attitudes needed by the organization in achieving its goals. Understanding training / training is an activity from the company that intends to be able to improve and develop the attitudes, behavior, skills of its employees, in accordance with the wishes of the company concerned.

Definition of Career

Career is a series of separate but related work activities that provide continuity, peace and meaning in one's life. Career as the development of progress achieved by a person in a field of work during an active period in his life is sometimes used in the sense of a series of jobs that are not very closely related to one another, which have been carried out by someone [19]. Career is any job or position held or held during a person's working life.

Career Development

Career development is an important business in an organization, because with the right career development of employees, it allows the organization to achieve efficiency to advance and develop [20,21]. What is meant by employee development is an effort aimed at advancing employees both in terms of careers, knowledge and abilities [22]. Employee development is an activity related to improving skills for sustainable growth in the organization (translated). The objectives of employee development are: So that the organization has quantity and quality, work discipline, dedication, loyalty, perception, work efficiency, work effectiveness and work productivity can meet the needs of the organization not only for the present, but also for the near future and the far future. For this reason, the organization must develop strategies and employee development programs that are consistent, programmatic and continuous. The implementation of career development activities can be carried out in three ways, namely: 1) Through education and training, 2) Through promotion (leveling up), and Through transfers [23,24]. A properly designed career development program involves three main elements, namely; 1) Assist employees in assessing their internal career needs, 2) Develop and broadcast career opportunities available within the company, and 3) Link employee needs and abilities with career opportunities. The benefits obtained are as follows; 1) Developing employees who can be promoted, 2) Reducing employee turnover, 3) Encouraging employee growth, 4) Reducing hoarding of employees who excel at work, 5) Formulating employee needs, and 6) Revealing employee potential.

Employee Development Pathways

Ways that can be taken to develop employees through various ways, including education, training, promotions, transfers. In terms of employee career development, two pathways are considered very important for every organization. The objectives of education and training are as follows:

1. Through induction (introduction), new employees are given information about the organization, its policies and regulations. This should be done in such a way as to help the new employee feel at home immediately.
2. The new employee is given instructions regarding what is required in a certain position that he must do, so that he can as soon as possible meet the standards of carrying out work that will add value to the organization.
3. Training allows existing employees to acquire more and more extensive skills. Thus, increasing their skills in various fields for the purposes of transfers and promotion requirements.
4. If employees are given the best possible training, accidents, bad jobs and damage to machinery and equipment will be reduced.
5. Training helps employees adapt to ongoing methods and processes.

6. Good training reduces dissatisfaction, absenteeism and turnover, because training helps both new employees and experienced employees to use their individual abilities to the fullest.

Through Education and Training

Educational and training techniques are divided into 2 (two) main categories, namely:

1. Practical method (on-the job training)
The most commonly used in this method are:
 - a) Coaching, where superiors provide guidance and direction to subordinates in carrying out their routine work.
 - b) Planned Progress, or moving employees in predetermined channels through different organizational levels.
 - c) Job rotation, or the transfer of employees through various and different positions
 - d) Temporary assignment, in which subordinates are placed in certain management positions for a set period of time.
 - e) Formal performance appraisal systems.
2. Simulation Method (*off-the job training*)
In the implementation of this method, employees or trainees are given an artificial reference to an aspect of the organization and asked to respond to the actual situation (a kind of case study):
 - a) Executive development programs at universities or other educational institutions, where managers participate in programs that are open to the public through the use of case analysis, simulation and other teaching methods.
 - b) Laboratory exercises, where a person learns to be more sensitive to the environment and other individuals.
 - c) Organizational development that emphasizes change, growth and development of the entire organization [25,26].

In addition, certain exercises may be suitable for acquiring certain skills, but less suitable for others. Several ways or training systems:

1. The apprenticeship system, using the principle of learning while working and working while learning.
2. Lecture/lecture system, to provide additional knowledge that is more theoretical in nature, in general this system is more
3. given to top and middle managers.
4. Demonstration system, demonstrating how to use and work a work instrument using props.
5. Guidance system, lessons are given one by one so that it is faster to understand.
6. The practical training system is emphasized to carry out practical exercises like the real situation, so that they are not awkward when working later.
7. The discussion system, which is generally carried out at the upper or middle level by discussing cases that have occurred, is hoped that the trainees can practice to put forward good arguments.
8. The system of games or games, directed to be able to improve yourself, motivate yourself, and so on.
9. Combination system, a combination of all existing systems.

Education and training programs are needed in an organization for reasons including:

1. There are new employees;
2. There are employees who are employed in the old job;
3. There is a lack of inventory in hiring new employees;
4. The existence of facilities that must be provided by the government in certain activities;
5. The existence of new discoveries;
6. The existence of supervisors (supervisors);
7. The existence of administrators;
8. The existence of relationships with the community;
9. The existence of official relations;
10. There are employees who want to increase their skills and knowledge

Planning for education or training, includes seven main things, namely:

1. Training objectives;
2. The subject of training;
3. Training schedule;
4. The number and qualifications of the participants;
5. Location of training;
6. Instructor training; and
7. Training method.

Promotion

There are some general conditions that need to be known. Because with this knowledge, we can determine what conditions are needed in the context of promotion for certain positions. These conditions include; 1) Experience; 2) Education Level; 3) Loyalty; 4) Honesty; 5) Responsibility; 6) Sociability; 7) work performance; and 8) Initiative and creative. The promotional program should include the following requirements:

1. All promotions in the employee screening are made on the basis of merit (merit) among the most capable employees.
2. Promotions are held only according to the promotion plan of the agency or organization and in accordance with the promotion policy of the employee's affairs.
3. Employees are informed of the development and placement of the promotion plan.
4. Maintain and protect employees by providing all information regarding policies and procedures for managing promotion plans.
5. Each promotion plan uses the widest possible competitive field and uses assessment methods that are based on the right reasons and are carried out honestly.
6. The staffing records of each promotion show that the promotions were carried out in accordance with the official promotion plan of the administrative body [27,28].

Promotion is a change in the position of an employee in a series of ranks or positions that are higher than the original state both in terms of responsibilities, conditions or income [29,30]. Meanwhile, promotion means promotion, that is, accepting power and responsibility that is greater than previous powers and responsibilities [31]. Giving a promotion to an employee means that a good employee has a higher composition in an organizational structure of a business entity [32,33,34]. Promotion is not always followed by an increase in salary, the salary can be fixed, but in general the greater the power and responsibility of a person increases the reward in the form of money he receives [35]. At the same time, an increase in wages cannot always be interpreted as a promotion.

RESEARCH METHODS

To find out how much influence education and training have on employee career advancement, the writer uses the following mathematical formula.

a. *Linear Regression*

$$Y = f(x)$$
$$Y = a + bx$$

The values of a and b must be estimated by the formula:

$$a = \frac{\sum y - b \sum x}{n}$$
$$b = \frac{n \cdot \sum xy - \sum x \sum y}{n \sum x^2 - (\sum x)^2}$$

Information:

y = Career development

x = Employees who take part in Education and Training

n = Year Period

a = Constant

b = Regression Coefficient.

b. *Correlation Coefficient*

To calculate the relationship between education and training on employee career advancement, the correlation coefficient formula is used as follows:

$$r = \frac{n \sum xy - \sum x \sum y}{\left(\sqrt{n \sum x^2 - (\sum x)^2} \right) \left(\sqrt{n \sum y^2 - (\sum y)^2} \right)}$$

Information:

r = Correlation Coefficient

n = Number of types of training

x = Employees who attend education and training.

When r = positive (+), close to one means that the relationship between X and Y is in the same direction, if X increases, Y also increases.

When r = negative (-), X and Y are inversely related.

When r = 0, X and Y relationship is weak.

To determine whether the hypothesis is accepted or rejected, hypothesis testing must be carried out using t-test statistics, with the following formula:

$$t = \frac{\sqrt{(n-2)}}{\sqrt{(1-r^2)}}$$

Information:

n = Number of types of training

r = Correlation Coefficient.

RESULTS

Table 1. Education and Training of Aceh Manpower and Population Mobilization Offices

No	Variable	Strongly Disagree		Don't agree		Neutral		Agree		Very Agree		Mean
		Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	
1.	Education and training increase employee productivity	0	0.0	0	0.0	2	4.0	25	5.0	23	46.0	4.42
2.	Education and training make employees aware of their strengths and weaknesses	0	0.0	0	0.0	1	2.0	22	44.0	27	54.0	4.52
3.	Education and training make employees work effectively and efficiently	0	0.0	0	0.0	0	0.0	35	70.0	15	30.0	4.30
4.	Education and training create the same perception among employees of their work.	0	0.0	0	0.0	2	4.0	34	68.0	14	28.0	4.14
5.	Education and training enable employees to overcome work problems.	0	0.0	0	0.0	2	4.0	39	78.0	9	18.0	4.14
Average												4.32

Source: Primary Data (processed), 2022.

Table 2. Career Improvement of Aceh Manpower and Population Mobility Service Employees

No	Variable	Strongly Disagree		Don't agree		Neutral		Agree		Very Agree		Mean
		Fr	%	Fr	%	Fr	%	Fr	%	Fr	%	
1.	Status and responsibilities of employees according to their position	0	0.0	0	0.0	2	4.0	37	74.0	11	22.0	4.18
2.	Promotion of position increases salary/wages and other rights of employees	0	0.0	0	0.0	0	0.0	27	54.0	23	46.0	4.46
3.	The opportunity for employees to get a promotion is the same as their co-workers	0	0.0	0	0.0	2	4.0	32	62.0	16	32.0	4.28
4.	Promotion of position is proof of superior's recognition of employee's work performance	0	0.0	0	0.0	2	4.0	25	50.0	23	46.0	4.42
5.	Employee skills and knowledge in accordance with the given job	0	0.0	0	0.0	2	4.0	35	70.0	13	26.0	4.22
6.	Employee opportunities are wide open to get a better position	0	0.0	0	0.0	2	4.0	29	58.0	19	38.0	4.34
7.	Employees are promoted to better positions because of their abilities and skills	0	0.0	0	0.0	2	4.0	29	58.0	19	38.0	4.34
Average												4.32

Source: Primary Data (processed), 2022.

Discussion

Employees at the Aceh Manpower and Mobility Department are very aware that education and training are absolute requirements for career development. Employee career advancement is not only caused by productivity assessments alone, but is closely related to self-improvement, attitudes and leadership styles, organizational environment or inappropriate levels of work carried out. Therefore, the development of human resources in various work units is a very strategic problem in improving one's career. To see the extent of the role of education and training on the career development of employees at the Department of Manpower and Population Mobility in Aceh, a simple linear regression analysis was used. Through this formulation, career development (Y) becomes a variable that is influenced (dependent variable) by education and training (X). Meanwhile, education and training are the independent variables. As explained in the following table:

Table 3. Effect of Independent Variables on the Bound Variable

Variable	Variable Name	β	Standard Error	t_{count}	t_{table}	Sig.
A	Constant	0.152	0.121	1.249	2.0086	0.218
X	education and training	0.960	0.028	34.356	2.0086	0.000
Correlation coefficient (R) = 0,980 Coefficient of Determination (R ²) =0,961 Adjusted (R ²) =0,960 F _{count} = 1180.302 F _{table} = 4.034 Sig. F=0,000 ^a						

Source: Primary Data, 2022 (processed).

Statistical Test Results

1. F test results (simultaneously)

The results of the ANOVA test or F-test (simultaneously) obtained Fcount of 1180.302, while Ftable at the significance level of = 5% was 4.034. This shows that Fcount > Ftable with a significance level of 0.000. The results of this calculation can be taken a decision that accepts the alternative hypothesis and rejects the null hypothesis, meaning that education and training (X), has a significant effect on the career development of employees at the Aceh Manpower and Population Mobility Service.

1. T-Test Results

The factors that influence the career development of employees at the Aceh Manpower and Population Mobility Service can partially be seen from the results of the t-test. The calculation results shown in table 7 can be seen the amount of tcount for each variable with a confidence level or significance of 5%.

The results of the study on the education and training variable (X) obtained tcount = 34,356 while ttable = 2,086, the results of this calculation indicate that tcount > ttable with a significance level of 0.000 or the probability is far below = 5%. Thus, the results of statistical calculations show that partially the education and training variables have a significant effect on increasing the career development of employees at the Aceh Manpower and Population Mobility Service.

CONCLUSION

1. Education and training play a significant role in the career development of employees at the Aceh Manpower and Population Mobility Service, this can be seen from the results of the F test obtained at 1180,302, and when compared with Ftable at a significance level of = 5%, which is 4,034. it shows Fcount > Ftable, with a significance level of 0.000. The results of this calculation can be taken as a decision that accepts the alternative hypothesis and rejects the null hypothesis, meaning that education and training (X), plays a significant role in the career development of employees at the Aceh Manpower and Population Mobility Service.
2. The factors that influence the career development of employees at the Aceh Manpower and Population Mobility Service can partially be seen from the results of the t-test. The results of the study on the education and training variable (X) obtained tcount = 34,356 while ttable 2,086, the results of this calculation indicate that tcount > ttable with a significance level of 0.000 or the probability is far below = 5%. Thus the results of statistical calculations show that partially the education and training variables play a significant role in increasing the career development of employees at the Aceh Manpower and Population Mobility Service.
3. The constant is 0.152. This means that if the education and training factor (X), is considered constant, then the value of the career development of employees at the Aceh Manpower and Population Mobility Service is 0.152.
4. The correlation coefficient (R) in this study obtained a value of 0.980 which indicates the degree of relationship between the independent variable and the dependent variable is 98.0%. This means that the career development of employees at the Aceh Manpower and Mobility Department is closely related to education and training (X).
5. While the coefficient of determination (R²) obtained a value of 0.961. This means that 96.1% of changes in the dependent variable (career development) can be explained by changes in the role of education and training (X). While the rest of 3.9% is explained by other factors outside of this study.

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