

Career Development Through Competency Motivation And Employee Performance

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ARTICLE INFO

Keywords:

Career

Competence

Motivation

Performance

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ABSTRACT

Efforts to develop jobs at PT Ewindo can be observed from the performance of employees. Employee performance, one of the prerequisites for employee success, is recommended by the leadership for career development. The purpose of this research is to identify the influence of motivation, competence, and performance on career development at PT Ewindo. Collecting data using a survey to 61 respondents. The analysis used is multiple regression analysis with SPSS. The results of the research prove that the motivation, competence and performance of employees have a positive influence on career development at PT Ewindo.

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INTRODUCTION

In the competition of the business sector that continues to be crowded, the industry must be more competitive in facing the challenges of the business field today. Companies need to improve the quality of their talents. A qualified person is a person who has the expertise to carry out the profession. In addition, the company offers a variety of training courses for each area. Employees with high motivation, ability, performance, and integrity can increase production power and quality in a more effective way and improve career development.

Career development is an employee activity that helps employees design their future jobs. (Fauzi & Siregar, 2019) Employees who want to develop professionally need to maximize performance. The achievement of career goals can be achieved with good achievements and employability. PT. Ewindo provides qualified employees with superior performance, competence, and motivation for professional career development in the workplace. But in reality PT. Ewindo has employee performance that fails to meet the criteria and this will hinder career development.

Judging from the employee status data, it can be seen that pt. Ewindo has more contract status than fixed. Important estimates in improving career development are the performance of employees and the competence of each employee. Whether or not an employee in career development is related to oneself. Performance is the result of an employee's activities and is shown in accordance with his position. In carrying out their profession and position, all employees are directly related and strongly influenced by their environment. Performance is the result of activities achieved by a person or a group of people in an organization, in accordance with their respective job desks, in the plan to achieve body goals related to legitimate methods, not breaking rules and in accordance with ethics. (Asriyanto, 2013; Supardi & Wibawa, 2022)

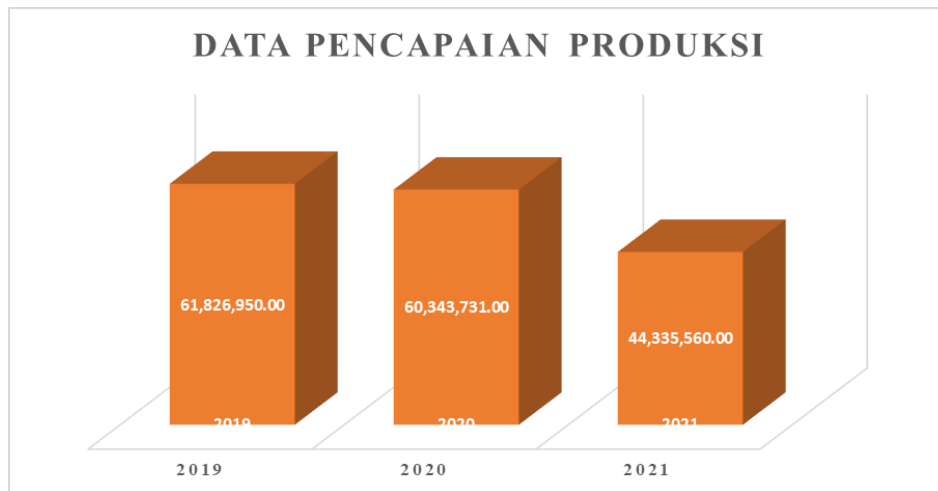


Figure 1. Production Achievement Data

The picture above states that the achievement of production results in the last 3 years is declining. Where when employee performance decreases, it will negatively affect career development. Motivation starts from the Latin talk *movere* which means insistence, pioneer energy or power that causes something action or action. (Lakoy, 2013; Supadri et al., 2022).

Sourced from the results of the diagram above, it appears that presence is one of the impulses that affect career development. It can be seen from the arrogance in July 2-5 times and in the next month there is no arrogance at all, because if the arrogance with a very high number then career development will be slow. But it seems that the level of absence with alasan pain is very high every month. This matter wants to negatively affect the development of jobs / careers at PT. Ewindo but the situation wants to change and effect to be positive.

Competence is a skill to perform the profession or obligation of ability and insight and assisted by the action of activities demanded by the work. (Fauzi & Siregar, 2019; Yulianah et al., 2021) Employees who are in charge of an industry want to have the will to get a brilliant job, but in a perfect way about it wants to succeed if employees have good competence and ability in duty. The case in this research is focused on the lack of employee performance that wants to result in the career development of employees, not only that the position of encouragement and competence to job development at PT. Ewindo.

METHODS

Career Development

Job development or career development has many uses for future employment careers to help employees adopt a more responsible job path in the future era. Factors, especially in job development, are career paths, for career, job programming, and job/career development. Job development results in the ability of employees because it is an official approach by the industry that intends to equip industry employees with qualifications, expertise, and experience that suits their needs. (Dewi & Riana, 2015) Career development is a way in a person's life that allows them to mature and utilize their potential more effectively to build a career that suits him later. (Suadnyana & Supartha, 2018). Career development will be better when viewed from several

factors, such as motivation, competence and employee performance. Therefore, career development is influenced by several factors.

Motivation

Encouragement or motivation is the result of evaluation of what a person can achieve and what attitude of the person who aims at the desired result. The impulse of people who have been raised by Maslow through the description that the impulse is triggered by people's efforts to fulfill desires. (Murti & Srimulyani, 2013) A dynamic process that can be interpreted as an update of personal power that can be realized and directed. (Prihartanta, 2015) Research proves that job development positively affects work motivation. Good job development wants to increase employee motivation. Motivation has a positive effect on the career development of employees. In other words, successful career development will motivate employees. (Natalia & Netra, 2020). But the higher the employee's work motivation, the better the career development. It is therefore stated that this motivational variable becomes an influence for career development.

Competence

Competence is the expertise to carry out a profession or sourced from expertise and insights that are assisted by the actions of activities needed for the profession. Expertise is a relatively normal character of action or attitude in experiencing the atmosphere or place of difficult activities, or people's encouragement or expertise. Created from the synergistic impact between character, self-design, inner drive, and conceptual insight skills" (Shaputra & Hendriani, 2015) Competence is one of the limiting views in expertise, must pay attention to the case of employee competence in the body or factory. Competence is a personality owned by a person or employee who can distinguish it from others. Where the competence possessed between one person and another is not the same. Competence ensures the ability or knowledge that is characteristic by professionalism in a special view applies like something most important. (Syahputra & Tanjung, 2020). If you have an employee has competence until the employee has more numbers compared to other employees, it means that it will be more accomplished work position. Therefore, by having more competence or insight, you will get better job development than others. That's the factor of study tells this competence influence on job / career development.

Performance

Good ability or performance is the concreteization of activities tried by employees that are generally used assessments in the organization, results are sought to improve ability. Industries and agencies must be able to take into account the ability of employees, and the evaluation results are used as data for the collection of management provisions on various important issues such as revenue escalation, further management, and increased employee assistance. This can affect employees in doing their jobs.

(Syahputra & Tanjung, 2020). If the performance of an employee is good, there will be a better evaluation and become easier in the development of work / career. Therefore, good ability will improve the development of the work itself, therefore this performance affects career development.

Hypothesis

H1: Motivation affects career development

H2: Competencies affect career development

H3: Performance affects career development

This research uses survey procedures, a type of quantitative research, in analyzing information using descriptive statistics. In this research will be reviewed each variable and explain the consequences between the variables tested. Free variables are motivation, competence, and performance of bound variables is job / career development. The information analysis used is a multiple linear regression analysis. In this study, researchers used an information management program with SPSS 26.

RESULTS AND DISCUSSION

Sourced on the number of questionnaires distributed as many as 61 respondents, obtained the assumptions of respondents from each statment. From the information obtained to be known to respondents as research subjects. The results of the respondents were described, namely.

Respondents by Gender



Figure 2. Respondents by Gender

Sourced from the diagram that women are as much as 90% and men as much as 7%. PT. Ewindo has a larger number of female employees than men, because women have diligent hand skills and good accuracy.

Respondents based on Employee Status

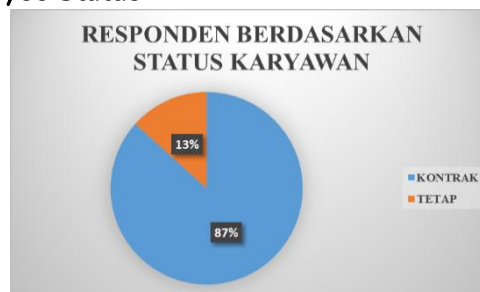


Figure 3. Respondent Based On Employe Status

Based on the diagram above shows that the number of respondents to employees with contract status is as much as 87% more than permanent employees, namely 13% of PT Ewindo has a smaller number of permanent employees than contract employees.

Multiple Linear Regression Analysis

Multiple linear regression is a linear regression model that contains more than one independent variable or predictor. Variable x and variable y will be analyzed using SPSS.

Validity Test

To see the result: If r calculates $>$ r table then the variable is declared Valid. If r calculates $<$ r table then the variable is declared Invalid.

Table 1. Result Validity Test

VARIABLE	INDICATORS	R COUNT	R TABLE	KET
MOTIVATION (X1)	P1	0.676	0.248	VALID
	P2	0.714	0.248	VALID
	P3	0.744	0.248	VALID
	P4	0.711	0.248	VALID
	P5	0.695	0.248	VALID
COMPETENCE (X2)	P6	0.633	0.248	VALID
	P7	0.704	0.248	VALID
	P8	0.767	0.248	VALID
	P9	0.622	0.248	VALID
	P10	0.803	0.248	VALID
PERFORMANCE (X3)	P11	0.744	0.248	VALID
	P12	0.446	0.248	VALID
	P13	0.482	0.248	VALID
	P14	0.636	0.248	VALID
	P15	0.508	0.248	VALID
CAREER DEVELOPMENT (Y)	P16	0.622	0.248	VALID
	P17	0.522	0.248	VALID
	P18	0.739	0.248	VALID
	P19	0.299	0.248	VALID
	P20	0.661	0.248	VALID

Sourced from the table of the results of the experiment above proves all markers r count $>$ r table, so it can be concluded that all variable indicators used in this research are said to be VALID.

Reliability Test

Looking at the results of this test, if the Alpha Cronbach value $>$ 0.6 then this is considered reliable.

Table 2. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.909	20

The results of the above test show all Cronbach's values of each variable that is $0.909 > 0.6$ then can be satisfied each variable is said to be reliable.

Classic Assumption Test:

Normality Test

Normality experiment is a method that is tried to see whether the information in the research has been distributed reasonably or not. Data is distributed normally if the signification is > 0.05 . However, if the signification value < 0.05 the data is declared not normal distribution. Normality test results are shown below:

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		61
Normal Parameters	Mean	.0000000
	Std. Deviation	3.42203108
Most Extreme Differences	Absolute	.078
	Positive	.064
	Negative	-.078
Test Statistic		.078
Asymp. Sig. (2-tailed)		.200

Based on the table of results above proves the results of the normality experiment with a sig value of $0.200 > 0.05$ until it can be said that the results of the experiment are Normal Distribution.

Multicolonality Test

This experiment is part of the classic test, this experiment is a test whether a form of regression is found there is a relationship that accompanies free variables or bound variables. To identify the presence or absence of multicollinearity, tolerance values and VIF can be used. If the tolerance value > 0.1 or the VIF value < 10 then there is no multicollinearity indicator. The multicollinearity test produces the following findings:

Table 4. Multicolonality Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	0.893	3.468			
	MOTIVASI	0.955	0.232	0.709	0.385	2.599
	KOMPETENSI	-0.179	0.250	-0.127	0.364	2.749
	KINERJA	-0.066	0.186	-0.050	0.569	1.757

a. Dependent Variable: PENGEMBANGAN KARIR

Sourced multicollinearity trial tables prove that all three values have a motivational variable value of $0.385 > 0.1$, competency variable $0.364 > 0.1$ and performance variable $0.569 > 0.1$, and VIF value motivation variable $2,599 < 10$, competency variable $2,749 < 10$, and performance variable $1,757 < 10$ then it can be said that there are no multicollinearity symptoms Sourced multicollinearity trial tables prove that all three values have a motivational variable value of $0.385 > 0.1$, competency variable $0.364 > 0.1$ and performance variable $0.569 > 0.1$, and VIF value motivation variable $2,599 < 10$, competency variable $2,749 < 10$, and performance variable $1,757 < 10$ then it can be said that there are no multicollinearity symptoms.

Heteroskedasticity Test This experiment is part of a classical test experiment in regression analysis that intends to try whether the regression form is entwined with variable inequalities from the residual number of one observation to another. A good form of regression should not be entwined a sign of hetero.

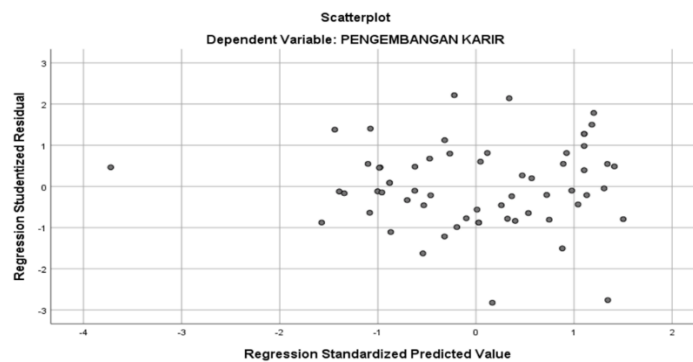


Figure 4. Multicollinearity Test

Sourced from the Scatterplot output above, it can be seen that if the point does not make a definite pattern and there is no real pattern and sowing point above or at the base of the value of 0 on the Y axis, then it can be concluded that there is no heterokedastcticity..

Hypothesis Test

F Test

If $sig < 0.05$ / f calculate $> f$ table then it is said that there is a simultaneous x influence on variable y If the $sig > 0.05$ / f calculate $< f$ table then it is said that there is no effect x simultaneously on variable y

Table 5. Hypothesis Test F

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	374.792	3	124.931	10.135	.000 ^b
	Residual	702.618	57	12.327		
	Total	1077.410	60			
a. Dependent Variable: PENGEMBANGAN KARIR						
b. Predictors: (Constant), KINERJA, MOTIVASI, KOMPETENSI						

Based on the table above the Sig value is $0,000 < 0,05$ / f table 3,516, f calculate 10,135 $10,135 > 3,516$ then it means that there is a simultaneous influence of motivation, competence and performance variables on career development.

T Test

Multiple regression can be defined as an effect between three or more variables consisting of two or more free variables and one bound variable, and you can also make comparisons using that equation to make estimates. (Persada et al., 2019) If the sig $< 0,05$ / t calculate $> t$ table then it is said that there is an influence between variable x

partially on variable y If the sig $> 0,05$ / t calculate $< t$ table then it is said that there is no influence between variable x partially to variable y

Table 6. Hypothesis Test T

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.893	3.468		0.257	0.798
	MOTIVASI	-0.066	0.186	-0.050	-0.354	0.725
	KOMPETENSI	-0.179	0.250	-0.127	-0.714	0.478
	KINERJA	0.955	0.232	0.709	4.110	0.000

a. Dependent Variable: PENGEMBANGAN KARIR

$$\text{Regression Equation to Y} = (0.893)a + -0.066 X1 + -0.179 X2 + 0.955 X3$$

From multiple linear equations:

1. Koefesien motivation regression of -0.066 is negative value meaning that if the motivation gets better then career development will increase.
2. Competency regression of -0.179 negative value means that if competence gets better then career development will increase.
3. Koefesien performance regression of 0.955 is positive and and most means that if performance gets better then career development will increase. This performance has the most influence on career development.

This t test is used to determine whether the hypothesis made is correct, this t test is used to see how far the contribution of the explanatory variable will explain the related variables.

1. The results of the t test of motivation for career development obtained a value (sig. 0.725 $> 0,05$) stated that the value has no partial effect on career development.
2. The results of the t test of competence towards career development obtained a value (sig. 0.478 $> 0,05$) stated that the value has no partial effect on career development.
3. The results of the t test of performance on career development obtained a value (sig. 0.000 $< 0,05$) stated that the value partially affects career development.

R Square

Table 7. R Square

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.775 ^a	0.600	0.579	2.90644
a. Predictors: (Constant), KINERJA, KOMPETENSI, MOTIVASI				

Sourced from the determination coefficient experiment, obtained a value of 0.600 or 60% motivation, competence and employee performance affects 60% on career development. The remaining 40% is explained by variables outside of this research. Based on the analysis of the data created. Can get the following results:

1. Correlation Coefficient (R)
2. Determination Coefficient (R Square)
3. Value R which describes the value independent of the dependent

From the data obtained the value of the correlation coefficient r of 0.775 or (77.5%). This means that the relationship between the variable x to y is very strong. The result of multiple linear regression is:

$$Y = (0.893)a + -0.066 x_1 + -0.179 x_2 + 0.955 x_3$$

- y = Career Development
- x_1 = Motivation
- x_2 = Competence
- x_3 = Performance
- a = Konstanta
- b = Koefisien Regreion

DISCUSSION

The results of descriptive analysis prove that the evaluation of respondents to this research variable belongs to a good category. This can be shown from the skewness of each indicator's survey. The next results prove that all free variables in this research are motivation, competence and ability or performance affecting the bound variable is the development of work or career in a simultaneous or partial way. Simultaneously, the influence of motivational variables, competencies and performance on career development in PT. Ewindo by 60%. By looking at the magnitude due to the influence of motivation, competence and ability to the development of work until it should be a special attention for the management of PT. Ewindo in the chart improves the ability of employees in the industry. The form of influence, namely encouragement / motivation, competence and ability / performance of employees to career development is a positive result shown by the results of the coefficient of determination. That way it is explained that the variables of motivation, competence and performance increase will also increase career development, and vice versa if the motivation, competence and performance of employees shrink then career development also wants to continue to shrink. One of the efforts that can be tried to

improve the ability or performance of PT employees. Ewindo always increases motivation, increases insight and improves ability or performance at work.

Influence of Motivation, Competence, Simultaneous Performance on Career Development

Based on the results of the test using the f test, it is known that the value of independent variables motivation, competence and performance with a value of $0,000 < 0,05$ / f table 3,516, f calculate 10,135 can be stated there is a simultaneous influence of motivation, competence and performance variables on career development.

Based on the hypothesis test, it can be said that the correlation coefficient value is 77.5%. The data obtained shows that the value of independent variables, namely motivation, competence and performance, has a considerable influence on career development. Based on the hypothesis test, it can also be concluded that the value of the R Square double determination coefficient of 60%. Career development is influenced by motivation, competence, and performance and the remaining 40% can be explained by other factors that are not studied. (Lubis, 2021)

Partial influence of motivation on career development

The results of the t test of motivation towards career development (sig. 0.725 > 0.05) stated that motivation partially has no effect on career development due to negative values. This can be interpreted that if the value of work motivation is getting better, the more the influence of career development. The results of this research are assisted by previous research that explains that work motivation has an important participation in job / career development, motivation also has a positive influence on career development. Based on the results of partial hypothesis research, motivation has no significant effect on career development in PT. Ewindo. The results of this study are in line with the research (Setiastuti et al., 2022) the results of the analysis showed that partially career development had no significant effect on employee performance..

Partial Influence of Competence on Career Development

The results of the t test of competence towards career development (sig. 0.478 > 0.05) it is said that individual competencies have no effect on career development. This means that if you continue to increase work competence, it will also increase the influence of career development. The results of hypothesis research partially, competence has no effect on career development in PT. Ewindo. The results of this research are in line with research (Setiastuti et al., 2022) the results of the analysis prove that in a partial way job development does not affect the importance of employee ability.

Partial Effect of Performance on Career Development

The results of the t test of performance on career development obtained a value (sig. 0.000 < 0.05) stated that the value partially affects career development. (Manoppo et al., 2021)

CONCLUSION

Based on the results of the analysis and discussion that has been done before, the conclusions and suggestions in this study are, Simultaneously motivation has a positive and

significant effect on career development in PT. Ewindo. Simultaneously competence has a positive and significant effect on career development at PT. Ewindo. Simultaneously and partially employee performance has a positive and significant effect on career development at PT. Ewindo.

Meanwhile, one of the efforts to improve career development at PT. Ewindo is strengthening encouragement or motivation, increasing training to gain abilities in other aspects or increasing and exploring the competencies contained in their respective employees and improving the ability of those employees. Soaring ability of employees to strengthen job development at PT. Ewindo. Therefore, career development can run well and quickly until it must be observed the factors that affect it.

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