The Influence of Career Development and Work Enthusiasm on The Performance of Employees of the Terminal Service unit type A Karya Jaya Palembang

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A R T I C L E I N F O	ABSTRACT
	Career development shows a person's emotional and mental reactions to his work, career development affects the quality and quantity in the terminal service unit type a karya jaya Palembang. This study aims to analyse the effect of career development and work enthusiasm on employee performance at the Karya Jaya Palembang Type A Terminal Service Unit. The object of this research is 42 employees of Terminal Service Unit Type A Karya Jaya Palembang. The analysis technique used in this research is multiple linear analysis which is processed using the help of the Statistical Product and Service Solution (SPSS) computer program version 26. Based on the results and discussion, there is an influence of career development and work enthusiasm on employee performance. Career development and work enthusiasm simultaneously have a significant effect on performance variables. From the results of the study it can be concluded that the influence of career development and work enthusiasm has a positive and significant effect on performance on the performance of employees of the terminal service unit type A Karya Jaya Palembang. *This is an open access article under the*

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1. INTRODUCTION

The success of an organization's life can never be separated from the intervention of Human resources are individuals who are productive and work as drivers of the organization, whether it is an organization that exists in an agency or company and is a resource that cannot be replaced and becomes an important asset (Abdul & Saleh, 2018). Human resources are a very central factor in organizations, regardless of their shape and purpose, organizations are created based on various visions for the benefit of humans. (Yolinza & Marlius, 2023) states that human resource management is a strategic approach to skills, motivation, development, and resource organization management. The importance of human resources in an organization, so every organization must get a qualified and productive workforce to run the organization (Nabawi, 2019).

Resource management is also an important factor in supporting human needs both in organizations and individuals, human management functions can be in the form of planning, recruitment and selection, talent development, career development, and other forms of industrial relations (Alie et al., 2022).(Pratama & Santi Puspita, 2021) states Human resources (HR) are

the main component and as a determinant of success and failure in an organization, especially educational institutions. Educational institutions really need competent human resources in order to support the success and achievement of goals (Kusumayanti et al., 2020).

Human resources are the driving force of a system and all facilities, assets, curriculum, infrastructure and other resources (Muna & Isnowati, 2022).(Sihombing & Gultom, 2019) career development is a personal improvement that is carried out to achieve the organization/company/management has made advance planning on how employee careers will develop during work. Human resources are productive individuals who act as drivers in businesses and institutions that function as assets, so they must be honed and developed (Zamora, 2019). There are two types of human resources classified as large categories, namely large human resources, namely the number of residents in an area who work, and human resources classified as a small category, namely people who work in an institution or business(Natalia & Netra, 2020). In order to achieve goals well, it is also necessary to be accompanied by enthusiasm at work to produce a good performance, it is necessary to instill work enthusiasm in oneself because enthusiasm is also a driving force (Safitri, 2022). (Beno & Nata, 2019) states that enthusiasm at work is a work environment that shows enthusiasm and inspires employees to work better and more efficiently.

(Rohmah, 2020) state that work enthusiasm is about various psychological forces of pressure in the workplace, work enthusiasm can also be interpreted as a constructive work atmosphere climate of an organization that shows enthusiasm at work motivating them to work better and more productively. Optimal work enthusiasm must also be supported by work motivation so that work is maximized (Ali et al., 2022).

The Palembang Karya Jaya Type A Terminal Service Unit is part of the service unit (BPTD). BPTD is a land transportation management center, in ministerial regulations it is a technical implementation unit within the ministry of transportation which is under and responsible to (Director) General of Land Transportation Karya Jaya Type A Terminal Service Unit, in the implementation of its management must improve traffic and road transportation services, crossing ports at ports that have not been commercially operated. So in this case the research was conducted at the Palembang City Karya Jaya Type A Terminal Service Unit with the results of observations and interviews based on the researcher at the Palembang City Karya Jaya Type A Terminal Service Unit, it was found that there were phenomena related to career development and work enthusiasm for employee performance that were not optimal so as to make employees ineffective to complete their work, the provision of career development was not fair and not based on the burden and responsibilities carried out by employees, and leaders did not apply a reward system for outstanding employees. There are still many employees who are non-government employees or often called work contracts (honorer), these things can result in a decrease in the spirit of employee performance.

Career development is basically needed for the Karya Jaya Palembang Type A Terminal Service Unit, because career development is oriented towards future business challenges in the face of competitors. Career development has a future existence that depends on human resources because human resources must do career guidance on workers who are carried out in a planned and sustainable manner every year. In other words, career development is one of the HR management activities that must be carried out as a formal activity carried out in an integrated manner with other HR activities. The foundation of the success of a company in order to be able to compete and face challenges from various competitors today and in the future is how a company can manage human resource management (HR) effectively and efficiently (Amelia et al., 2022).

To achieve the company's goals, human resources need to be given sufficient encouragement so that they can be motivated, they need to be given awards in the form of career development that can provide satisfaction for the enthusiasm of the work of employees who are still Non Government Employees, one of the strategies that must be implemented by management is to make career planning and development for all employees as long as they work in the company. For most employees, career certainty is very important because they will know the high position they will achieve, so they will be motivated and enthusiastic about working so that employees try to improve their abilities and be loyal to the company.

The purpose of this study was to analyze the effect of career development on the performance of employees of the Terminal Service Unit Type A Karya Jaya Palembang City.

2.   RESEARCH METHOD

The type of research that the author uses is quantitative research. The research that will be conducted by the author is located on Jalan Sriwijaya Raya, Km 14 Kertapati District Palembang. Research time is used by researchers one month for data collection and one month for data processing, which includes the thesis presentation and guidance process, starting from the date of issuance of the research permit and lasting 4 months. In this study the authors took the object of research at the Karya Jaya Palembang Type A Terminal Service Unit. The scope of this research is on variables related to human resource management including career development, work enthusiasm and employee performance related to the performance of employees of the Karya Jaya Type A Terminal Service Unit so that they have motivation for career development, work enthusiasm can improve performance and good quality.

Object collection through interviews, such as agency profiles, number of employees, organizational structure, vision and mission, data on rewarding employees. In this study there are three variables that researchers examine, the independent variable (free) is the effect of career development and morale on employee performance. The dependent variable is employee performance. The sample that was made the object of research was employees of the Karya Jaya Palembang Type A Terminal Service Unit.

The types of data used by researchers are qualitative data and quantitative data. Qualitative Data Moleong, (2017) states that the definition of qualitative research is research that intends to understand the phenomenon of what is experienced by research subjects such as behavior, perception, motivation, action and others holistically and by means of descriptions in the form of words and language, in a special natural context by utilizing various natural methods. Quantitative data Arikunto, (2019) states the definition of quantitative research is a research method that, as the name implies, is widely required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results.

In collecting data sources, researchers collect data sources in the form of primary data and secondary data. Primary data (Sugiyono, 2017) states that data sources are directly obtained from data providers or respondents. Secondary data (Sugiyono, 2017) states that data sources that do not directly provide data to data collectors. Primary data is data obtained directly by researchers in the field through respondents by means of observation, interviews and distributing questionnaires. The target of primary data is data found directly by researchers in the field. Secondary data is a variety of information that is deliberately collected by researchers to meet their research data needs.

Data collection techniques using questionnaires, interviews, observation, and documentation. The population in this study of the Karya Jaya Type A Terminal Service Unit of Palembang City amounted to 42 employees. (Sugiyono, 2017)states that the sample is part of the population which is the source of data in research, where the population is part of the number of characteristics possessed by the population. According to (Sugiyono, 2017) Saturated sampling or census is a sampling technique when all members of the population are used as samples. Another term for saturated sampling is census. The census has more accurate data collection results, while sampling is less accurate because it only examines a few samples.
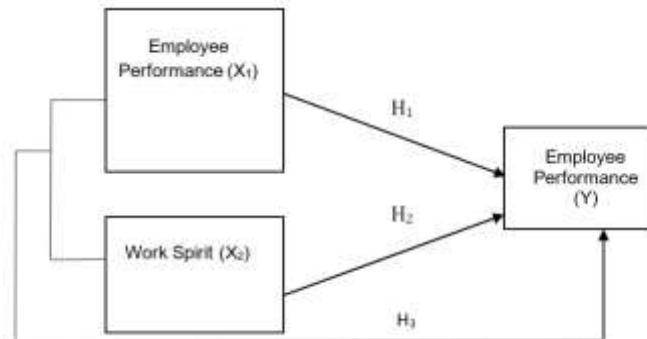
Research framework

Figure 1. Framework

Research Hypothesis
Based on the above conceptual framework as stated, the hypotheses of this study are:

a. H1 : It is suspected that Career Development partially affects the performance of Employees of Terminal Service Unit Type A Karya Jaya Palembang City.
b. H2 : It is suspected that morale partially affects the performance of employees of the Palembang City Karya Jaya Type A Terminal Service Unit.
c. H3 : It is suspected that Career Development and work enthusiasm affect the performance of employees of the Palembang City Karya Jaya Type A Terminal Service Unit.

3.   RESULT AND DISCUSSION
Validity Test

Table 1. Career Development Validity Test Results

No.	Variable	Pearson Validity Test		Description
		r(>0.250)	Sig(<0.05)	Validity
1	X1.1	.586**	0.000	Valid
2	X1.2	.383**	0.000	Valid
3	X1.3	.395**	0.000	Valid
4	X1.4	.535**	0.000	Valid
5	X1.5	.634**	0.000	Valid

Source: Research Data Processed Using SPSS 6.0 Software (2023)

Based on the comparison of Table 1, it can be seen that the corrected item-total correlation of each question item on the career development variable is declared valid, because the r-table value obtained from the product moment statistical table at an independent degree with an Alpha of 5% is greater than 2.704 This means that the career development questionnaire is able to measure what should be measured, so that employee answers to the questionnaire that is circulated are consistent or stable over time.

The X1 Moral questionnaire as many as five items have a significance value of less than 0.05 as shown in the table above based on the validity test calculation. It is possible to determine that each item on the questionnaire is considered valid based on these results.

Table 2. Work Morale Validity Test Results

No.	Variable	Pearson Validity Test		Description
		r(>0.254)	Sig(<0.05)	Validity
1	X2.1	.595**	0.000	Valid
2	X2.2	.629**	0.000	Valid
3	X2.3	.577**	0.000	Valid
4	X2.4	.043**	0.000	Valid
5	X2.5	.083**	0.000	Valid

Source: Research Data Processed Using SPSS 26.0 Software (2023)

Based on the comparison of Table 2, it can be seen that the corrected item-total correlation of each question item on the work enthusiasm variable is declared valid, because the r-table value obtained from the product moment statistical table at an independent degree with an alpha of 5% is greater than 2.706. This means that the work enthusiasm questionnaire is able to measure what should be measured, so that employee answers to the questionnaire that is circulated are consistent or stable over time.

Table 3. Performance Validity Test Results (Y)

No.	Variable	Pearson Validity Test		Description
		r(>0.254)	Sig(<0.05)	Validity
1	Y1.1	.489**	0.003	Valid
3	Y1.3	.453**	0.000	Valid
4	Y1.4	.627**	0.000	Valid
5	Y1.5	.607**	0.004	Valid
6	Y1.6	.523**	0.001	Valid
7	Y1.7	.316**	0.000	Valid
8	Y1.8	.758**	0.000	Valid
9	Y1.9	.505**	0.000	Valid
10	Y1.10	.518**	0.000	Valid

Source: Research Data Processed Using SPSS 26.0 Software (2023)

Based on the comparison of Table 3, it can be seen that the corrected item-total correlation of each question item on the employee performance variable is declared valid, because the r-table value obtained from the product moment statistical table at an independent degree with an alpha of 5% is greater than 2.704. This means that the employee performance questionnaire is able to measure what should be measured, so that employee answers to the questionnaire that is circulated are consistent or stable over time.

Reliability Test

Sugiyono (2017) states that reliability is a tool for evaluating a variable or construct-based instrument. Instruments that produce the same data when used multiple times to measure the same thing are called variable instruments. The Cronbach Alpha coefficient was used to measure reliability testing in this study along with the test criteria. A reliable instrument is one that has a Cronbach Alpha value greater than 0.60 (Field, 2018). The instrument reliability test was calculated using SPSS 26.0 software, the results are as follows.

Table 4. Reliability Test

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,733	,863	21

Source: Research Data Processed Using SPSS 26.0 Software (2023)

Semua variabel dalam kuesioner penelitian memiliki nilai *Cronbach's Alpha* lebih besar dari 0,60, hal ini dapat dilihat dari perhitungan yang dilakukan untuk uji reliabilitas pada tabel di atas. Kuesioner penelitian ditemukan untuk memenuhi asumsi reliabilitas dan dapat diandalkan atas dasar ini.

Classical Assumption Testing
Normality Test

In the Kolmogorov Smirnov calculation, the results of processing the questionnaire data are shown below using the criteria for testing normally distributed data if the significance value is greater than 0.05, so in this study the Kolmogorov calculation test was used to determine whether the data distribution was normal or not (Ghozali, 2019).

Table 5. Kolmogorov-Smirnov (K-S) Normality Test

Statistics	Value	Description
N	42	Normally distributed
Mean	-,6100942	
Standard Deviation	4,434743	
	7	
Kolmogorov-Smirnov	.220c,d	
Monte Carlo Sig. (2-tailed)	. ,000c	

Source: Research Data Processed Using SPSS 26.0 Software (2023)

The significance value of 0.220c,d is greater than 0.05 as can be seen from the results of the normality calculations in Table 5 The residuals of the research model can be assumed to be normally distributed based on these findings. The significance value is 0.220c,d greater than 0.05 can be seen from the results of the normality calculations in Table 5 The residuals of the research model can be assumed to be normally distributed based on these findings 0.05 can be seen from the results of the normality calculations in Table 5 The residuals of the research model can be assumed to be normally distributed based on these findings.
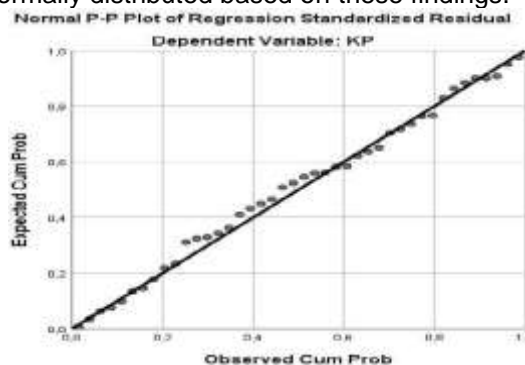

Figure 2. Scatter Plot Diagram of Normality Test

The results of the normality test scatter plot can be seen in Figure 2 with the dots spreading and following the diagonal line. The data here is normally distributed.

Multicollinearity Test

The multicollinearity test aims to see if the regression model identifies a correlation between independent variables (independent). A tolerance value of 0.10 or equal to a VIF value of 10 is usually used as a cutoff value to determine the presence or absence of a multicollinearity test Conversely, a tolerance value of 0.10 or equal to a VIF value of 10 indicates no multicollinearity (Ghozali, 2019).

Table 6. Multicollinearity Test of Research Model

Variable	Tolerance	VIF	Multikolinearitas
	Collinearity Statistics		
X1 Career Development	0.0442	2.263	No
X2 Work Spirit	0.443	2.264	No

Source: Research Data Processed Using SPSS 26.0 Software (2023)

The fact that each research variable has a VIF value of less than 10, as shown by the multicollinearity test calculations in the table above, indicates the absence of multicollinearity symptoms.

Heteroscedasticity Test

The heteroscedasticity test aims to determine whether there is inequality of variance and residuals between observations. Homoscedasticity is when the variance between one residual and another observation remains the same, while heteroscedasticity is when it is different. One with homoscedasticity or without heteroscedasticity is a good regression model. In this study, a scatter plot is used to see if there is heteroscedasticity if there is a certain pattern, such as a regular pattern formed by the existing points.

Table 7. Heteroscedasticity Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,813	2,520		2,704	,010
Career Development	-,178	,107	-,282	-1,665	,104
Work Spirit	-,057	,123	-,078	-,461	,647
a. Dependent Variable: ABS_RES					

Source: Processed by the author (2023)

The results of the heteroscedasticity scatter plot in table 7 show that the significant value for the career development variable is 0.178, and morale is 0.057. From table 4.10 it can be stated that the value for all variables is more than 0.05, it is stated that the regression model used in this study does not have heteroscedasticity symptoms.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical technique used to find a regression equation that is useful for the value of the dependent variable based on the value of the independent variable and to find possible errors and analyze the relationship between one dependent variable and the independent variable both simultaneously and partially (Sugiyono, 2017).

Table 8. Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.000	2.848		1.756	.087
Career Development	.468	.139	.476	3.376	.002
Work Spirit	.311	.147	.299	2.116	.041

Source: Research Data Processed Using SPSS 26.0 Software (2023)

Based on Table 8 shows that the results of the regression analysis obtained are the coefficient for the career development variable of 0.468 and for the work enthusiasm variable of 0.311 with a constant of 5.000 so that the regression equation model obtained is as follows:

$$Y = 5{,}000 + 0{,}468\ X1 + 0{,}311\ X2 + e$$

1. The constant value is 5.000, meaning that if the career development and work enthusiasm variables are zero, then the level of employee work honorer on the style of career development and work enthusiasm is 5.000.
2. The coefficient value (b1) of the career development variable regression shows a number

of 0.468 and a positive direction, meaning that if the career development variable (X1) increases by one unit, it will be followed by an increase in employee performance skills and creativity (Y) on the career development variable, which is 0.468.

3. The coefficient value (b2) of the work enthusiasm variable shows a number of 0.311 and a positive direction, meaning that if the work enthusiasm variable (X2) increases by one unit, it will be followed by an increase in employee performance, work skills (Y) on the work enthusiasm variable, which is 0.311 units The regression equation above shows the relationship between the independent and dependent variables partially, from this equation it can be concluded that employee performance will increase by 0.311 for each increase in work enthusiasm.

Hypothesis Testing
Partial Test (t test)

Taking into account that other independent variables are considered constant, the t test is carried out to determine the significance of the role of some independent variables on the dependent variable. If Sig is less than 0.05, the test criteria are considered (Ghozali, 2019).

Table 9. Partial Test Results (T)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,525	4,327		-,353	,726
	Career Development	1,243	,183	,621	6,776	,000
	Work Morale	,869	,211	,378	4,122	,000
a. Dependent Variable: Employee Performance						

Source: Research Data Processed Using SPSS 26.0 software (2023)

Table 9 shows that the results of the analysis show that the variable X1 career development has a significance value (Sig.). of 0.005 which is less than 0.05, and the regression coefficient (B) of 1.243, indicating that Y performance increases significantly. Y performance will increase by 1.243 points for each value added. It can be determined that H1 is accepted and Ho is rejected based on these results. There is a significance value (Sig.) on work enthusiasm X2 stating that there is a significant positive effect on Y performance with a regression coefficient (B) of 0.869 and a value of 0.001 which is smaller than 0.05. Y performance will decrease by 0.869 points for each value added. It can be determined that H2 is accepted and Ho is rejected based on these results.

Simultaneous Test (F)

Table 10. Simultaneous F Test
ANOVA^a

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	778,623	2	389,311	55,212	,000^b
	Residual	274,996	39	7,051		
	Total	1053,619	41			
a. Dependent Variable: Career Development						
b. Predictors: (Constant), Morale, Career Development						

Source: Research Data Processed Using SPSS 26.0 software (2023)

Correlation and Determination Coefficient

Tabel 11. Analysis Results of the Coefficient of Determination (R2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,791ᵃ	,625	,616	3,14165
a. Predictors: (Constant), Career Development				

Source: Research Data Processed Using SPSS 26.0 software (2023)

The correlation coefficient (R) for the research model is 0.791 and the coefficient of determination (R2) for the model is 0.625, both of which are included in the very strong category. The table above shows that the independent variables X1 career development and X2 work enthusiasm can explain the dependent variable Y performance by 62.5%, while other variables outside this study affect the remaining 37.5%.

The Effect of Career Development on Employee Performance (H1)
Partially based on the calculations obtained, the regression coefficient value of career development is 0.468, and the significance level (Sig.) is 0.005. to determine whether Ho is accepted or rejected using the criteria for this result. In addition, if the T-count is greater than the T-table, this indicates that X and Y have an influence on each other. According to the T-test results, the Thitung of the morale variable is greater than (2.116). Therefore, it has been proven to have a significant and positive influence on the effect of the spirit variable on performance.

Based on the findings of research conducted by (Setiawan & Taufik, 2018), which found that at work has a significant and positive effect on employee performance. From the researcher's statement that career development has a positive effect on the performance of employees of the Karya Jaya Palembang Type A Terminal Service Unit. It can be concluded that career development at work refers to the overall atmosphere experienced by workers or employees at work. If an employee or worker is excited, cheerful, and optimistic, this indicates that the employee has high career development on the other hand, if the employee likes to argue, hurt, and there is no career development or looks unhappy, the employee has low development. Because career development affects the quality and quantity of one's work, career development must also be instilled so that it has a positive impact on one's performance at work.

Effect of Morale on Employee Performance (H2)
Partially based on the calculations obtained, the work enthusiasm regression coefficient value of 0.311 has a significance value (Sig.) which is smaller than 0.05 is the value of 0.002. By using the criteria, it can be determined whether Ho is accepted or rejected. Based on the t test calculation, the prob sign value is 0.001 and Alpha is 0.05, and the T-count on the work motivation variable is greater than the t-table (2.116) if the t-count is greater than the t-table. Thus it has been proven that the work enthusiasm variable has a positive and significant effect on performance.

Research findings from (Giyanisa, 2021), (Widuri et al., 2020), (Dhermawan et al., 2012)states that work enthusiasm has a significant and positive effect on performance. Based on this explanation, work motivation has a positive effect on individuals at work and will also have a positive impact on them. This was revealed from the Head of Terminal Service Unit Type A Karya Jaya Palembang. that with good discipline and responsibility in carrying out tasks at BPTD Institutions as a spirit to support the implementation of tasks in everyday life. That's why enthusiasm can help and encourage achieving goals.

Effect of Career Development and Morale on Employee Performance (H3)
Based on the calculations that have been carried out, F-count (55,212) > F-table (0.39) and a significance value of prob = 0.00 alpha = 0.05 both are found simultaneously. This means that the performance variable can be influenced simultaneously by the Career Development and Morale variables. This problem shows that career development can improve the performance of

employees of the Karya Jaya Palembang Type A Terminal Service Unit. by fostering enthusiasm for employees so that when carrying out work activities they can complete work effectively so that the quality of employee performance will increase.

On the impact of career development can also create a good working atmosphere starting from increasing performance as well as getting awards both from direct leaders and institutions. Moreover, career development is needed for employees where in their duties employees must be able to quickly and precisely carry out their duties to serve the community well, so career development is a priority as a major factor in carrying out their responsibilities as community services. Then in addition to career development, work enthusiasm is also no less important because work enthusiasm is a driving force to carry out activities.

So there must be a factor that encourages every activity carried out by a person as well, so enthusiasm at work is important to instill in employees, especially as a leader in the terminal service unit type a Karya Jaya Palembang which as a leader must be able to be responsible, understand, and encourage his subordinates in order to provide an encouragement for his subordinates for the achievement of a goal and improve performance on his employees. Therefore, employees get good results in the form of awards from leaders and institutions so that other employees can be motivated. It can be concluded that career development and morale at work at the Institution of the terminal service unit type a Karya Jaya Palembang both contribute to the achievement of high quality and have a positive impact on performance.

4.   CONCLUSION

Based on the results and discussion, it is found that career development has a positive and significant effect on the performance of employees of the Karya Jaya Palembang Type A Terminal Service Unit. Morale has a positive and significant effect on employee performance. Career development and work enthusiasm have a positive and significant effect on the performance of employees of the Karya Jaya Type A Terminal Service Unit. The results of testing the correlation coefficient (R) obtained a value of 0.791. This shows the level of relationship between the variables of career development, work enthusiasm for the performance of employees of the Terminal Service Unit Type A Karya Jaya Palembang is 79.1%. Based on the results of the analysis of the coefficient of determination (R2) shows the R Square value of 0.625 or equal to (62.5%), it can be concluded that the magnitude of the influence of the independent variable on the dependent variable is 62.5%.

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