THE INFLUENCE OF COMPETENCE AND CAREER DEVELOPMENT ON EMPLOYEE PERFORMANCE AT THE DARMASRAYA REGENCY CULTURE AND TOURISM OFFICE

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ABSTRACT

The purpose of this study is to find out and analyze the competencies, career development, work discipline, and performance of employees at the Darmasraya Regency Culture and Tourism Office. The method and type of research used is a type of quantitative research with a survey research method, data was obtained directly through questionnaires to 48 respondents who were employees at the Darmasraya Regency Education and Culture Office. Sample extraction uses the overall sampling technique (total sampling). Data analysis was carried out in several stages, namely 1) Validity Test was tested with Pearson correlation (r count > r table). 2) Reliability tested with Cronbach Alpha (> 0.60 is considered reliable). 3) Normality Test to find out whether the data is normally distributed or not 4) T test to find out the influence of each independent variable on the dependent variable. 5) F test to determine the influence of competency and career development simultaneously on employee performance. 6) Coefficient of Determination (R^2) to find out how much contribution independent variables contribute in explaining dependent variables. Based on the results of the research and discussion that has been stated above, several conclusions can be drawn as follows: 1)Competency variables affect the performance of employees at the Darmasraya Regency Culture and Tourism Office. This means that the better the competence, the higher the level of performance. 2) Career Development variables have a positive effect on the performance of employees at the Darmasraya Regency Culture and Tourism Office. This means that the better the work discipline of employees across the agency, the more employee performance will increase. 3) Simultaneously Competence, and Career Development have a positive effect on the performance of employees at the Darmasraya Regency Culture and Tourism Office.

Keywords: Competence, Career Development, Employee Performance

INTRODUCTION

The Darmasraya Regency Culture and Tourism Office, one of the Darmasraya government agencies, has included its employees in various competencies so far, but the competencies provided are still not optimal, this can be seen from the achievement of work targets that are still not optimal. Another problem that employees also feel is that employees who have competence are transferred by their superiors to other fields on the grounds that their performance at the current place of duty is not in accordance with their field of expertise.

Performance is the result of quality and quantity of work that can be achieved by an employee in carrying out duties in accordance with the responsibilities given to him(Anggraina, 2023). Good performance is the optimal performance carried out by employees to support the achievement of the goals of their organization or institution. The ups and downs of employee performance will affect organizational performance. Several factors that can affect employee performance in an organization are competence and career development, where these factors are very closely related in improving employee performance, because with the creation of good career development and supported by cooperation with fellow employees, results will be achieved that can improve employee performance. High employee performance contributes directly to the achievement of organizational goals. Motivated and committed employees tend to work harder, be more creative, and be more efficient(Rahma, 2024). Conversely, poor employee performance can be detrimental to the company. Lack of motivation, dissatisfaction, and low performance can lead to decreased productivity, increased attendance, and high turnover rates. The performance of Solok district fire service employees has a very important role in determining the effectiveness and efficiency of direct services provided to the community. As an institution that handles various preventive cases, the rescue of emergency response investigations such as fires is highly dependent on the competence, integrity, and professionalism of its employees. Every employee, from the head of the service to the administrative staff, contributes to the success of this institution in carrying out its functions.(Sobirin & Marlinah, 2024)

Likewise, the work competence of employees is very important to be done at all times so that leaders can improve employee competence so that it is easier for employees to carry out the various tasks given(Harwin, 2025). Competence is defined as the ability to carry out or perform a job or task based on the skills and knowledge of the job demanded by the job(Azhari & Asniwati, 2023). Thus, competence shows skills or knowledge that are characterized by professionalism in a certain field as the most important. Competence as a person's characteristic is related to effective performance in a job or situation. Furthermore, career development according to (Putri et al., 2024),

are the personal efforts of an employee to achieve a career plan. The benefits of career development are enormous, both for the individual concerned and for the organization. Agencies need to direct the career development in order to produce benefits that benefit employees so that they will be more productive at work which will also lead to improving the performance of the employees.

Development in the field of culture and tourism is part of the process of regional development and community character building towards an independent, advanced, just, prosperous and civilized society. Cultural and tourism development is also a series of sustainable development efforts that cover all aspects of people's lives, such as religious, economic, educational, social and cultural aspects. In cultural development, the creation of conditions for a society with noble morals, morals and ethics is very important in order to create an atmosphere of community life that is full of tolerance, tolerance and harmony. Through cultural awareness, it is also hoped that it can provide direction for the realization of national identity in accordance with the noble values of the nation's culture in creating a conducive and peaceful climate, so that the values of local wisdom will be able to respond positively to the challenges and impacts of modernization in accordance with national values and spirit(Aziz, 2021). Organizations take several ways to improve employee performance, for example through competencies, and career development opportunities. Through these processes, employees are expected to maximize their responsibility for their work because employees are equipped with competencies that are certainly related to the implementation of their work. Meanwhile, career development is basically the right of employees and is the obligation of the organization to support the contribution of employees in order to achieve predetermined goals. Career development is a series of positions or positions that a person occupies during the working period by going through education and training levels in the government environment. Career development as an HR management activity basically has the goal of being able to improve and increase the effectiveness of work implementation by employees so that they are more able to make the best contribution in realizing the goals of the organization/office(Abriera & Ambarawati, 2024)

Based on the beginning of research at the Darmasraya Regency Culture and Tourism Office, it was found that the performance of the employee decreased This is caused by the lack of optimal competence of employees in service to the public for their work in the office, so every employee is encouraged to innovate and plan an idea. Based on this, it can be seen that employees only carry out routine activities and do not carry out non-routine activities, so that employee performance in the office has not improved. Based on the initial observations made by the researcher, it was found that the competence of employees at the Darmasraya Regency Culture and Tourism Office is still not in accordance with the expectations of the office, marked by the fact that there are still many employees who have not been able to improve their performance due to low employee competence. Another factor that affects employee performance in the office is career development. With a career development program, it will improve performance for employees to reach the next career level in a directed manner.

Based on the background of the problem, the formulation of the problem in this study is whether competence and career development simultaneously affect the performance of employees at the Darmasraya Regency Culture and Tourism Office and whether competence and career development have a partial effect on the performance of employees at the Darmasraya Regency Culture and Tourism Office.

METHODE

This research was carried out using a quantitative approach, namely the emphasis of the research analysis on numerical data or numbers processed by statistical methods. The quantitative approach is carried out in order to test the hypothesis and the results of the conclusions are based on a probability of error of rejecting the hypothesis is nil. By using quantitative methods, the significance of the group or the significance of the relationship between the variables being studied is obtained. This research was carried out at the Darmasraya Regency Culture and Tourism Office. The location was chosen as the problem described in the background of this research. In addition, it has received approval from the head of the work unit so that the implementation of research will be easier in the data collection process, both primary

and secondary data. The research time was carried out for approximately 1 (one) month. The population in this study is all employees of the Darmasraya Regency Culture and Tourism Office who have the status of Civil Servants. The sampling technique uses total sampling. A sample is a part of the number and characteristics that the population has(Use, 2024). Saturated or census samples, which are the number of samples that reflect all populations, are an option for use in this analysis. In this analysis, the sample is the State Civil Apparatus which totals 48 people. Data collection was carried out using questionnaires to measure employees' perceptions of work motivation, work discipline, and performance. The questionnaire was compiled based on the indicators of each variable using a Likert scale of 1–5. Data analysis was carried out in several stages, namely 1) Validity Test was tested with Pearson correlation (r count > r table). 2) Reliability tested with Cronbach Alpha (> 0.60 is considered reliable). 3) Normality Test to find out whether the data is normally distributed or not 4) T test to find out the influence of each independent variable on the dependent variable. 5) F test to determine the influence of competency and career development simultaneously on employee performance. 6) Coefficient of Determination (R^2) to find out how much contribution independent variables make in explaining dependent variables.

RESEARCH RESULTS AND DISCUSSION

In this study, the normality test was carried out to test the residual value in the normal distributed regression mode or not, the test used was a non-parametric statistical test of Kolmogorov Smirnov by looking at if Asymp. Sig. (2-tailed) < 0.05 then the data is distributed abnormally, whereas if Asymp. Sig. (2-tailed) > 0.05 then the data is normally distributed(Mention, 2022). The results of the data normality test can be seen in the table below:

Table 1. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			48
Normal Parametersa,b	Mean		.0000000
	Hours of deviation		3.85609103
Asymp. Sig. (2-tailed)c			.200d
Monte Carlo Sig. (2-tailed)e	Itself.		.214
	99% Confidence Interval	Lower Bound	.204
		Upper Bound	.225

Based on the results of the SPSS output for the normality test in table 1. above, it can be seen that the value of Asymp. The sig. (2-tailed) obtained is 0.200 which means that it is greater than 0.05 so that it can be concluded that the data is distributed normally.

The T test is used to see the degree of significance of independent variables affecting dependent variables partially or individually. The test was carried out using a significance level of 0.05. To test the influence of each variable, a partial independent variable was used. (Cahyani et al., 2024) If t calculates > t table, then there is an influence between the independent variable and the dependent variable. If t calculates < t table, then there is no influence between the independent and dependent variables, or if the sig value < 0.05 then the independent variable has a significant effect on the

bound variable. If the sig value > 0.05, then the free variable has no significant effect on the bound variable.

Table 2. T Test Results (Partial)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Itself.
	B	Std. Error	Beta		
(Constant)	7.534	7.150		1.054	.298
Competence	.459	.109	.489	4.213	.000
Career Development	.428	.129	.386	3.321	.002

a. Dependent Variable: employee performance

Based on the results of the t-test in table 2. above, it can be interpreted that:

Hypothesis testing the influence of Competency on employee performance

Based on the results of the t-test above, the result of the calculation value of the Competency variable is 4,213 > the ttable value is 0.2353 with a significance value of 0.000 which is < of the α value which is 0.05. Therefore, it can be concluded that competence has a insignificant effect on employee performance.

Hypothesis testing the influence of Career Development on employee performance

Based on the results of the t-test above, the result of the calculation value of the Career Development variable was 3,321 > the ttable value was 0.2353 with a significance value of 0.002 which < of the α value of 0.05. Therefore, it can be

concluded that career development has a insignificant effect on employee performance.

The F test aims to test whether independent variables have a simultaneous or joint influence on dependent variables. The decision-making criterion is that if the sig value is < 0.05, all independent variables simultaneously affect the dependent variables in the study. However, if the sig value > 0.05, it means that all independent variables simultaneously have no effect on the variables in the study

Table 3. Test F Results (simultaneous)

ANOVA

Model	Sum of Squares	df	Mean Square	F	Itself.
Regression	1128.449	2	564.224	36.331	.000b
Residual	698.864	45	15.530		
Total	1827.312	47			

a. Dependent Variable: employee performance

b. Predictors: (Constant), career development, competence

Based on table 3 above, it shows that the significance value of the F test is 0.000, which is smaller than the significance value used which is 0.05. Decision making can also be done by comparing the value of Fcal with the value of Ftable. Where the Fcal value is 36.331 while the Ftable value is 2.789. So that the value of Fcal is greater than Ftable. So, it can be concluded that Competence and Career Development have a simultaneous effect on employee performance.

The determinant coefficient (R2) is a tool used to measure how far the model is able to explain independent variable variations. The value of the determination

coefficient is between 0-1, if the value of r2 is close to 1 then the independent variable provides almost all the information needed to predict the variation of the dependent variable.

Table 4. Determination Test Results (R2)

Model Summaryb

od el	R	R Squar e	A djusted R Square	St d. Error of the Estimate
	. 786a	. 618	.6 01	3. 94085

a. Predictors: (Constant), career development, competence

b. Dependent Variable: employee performance

Based on the results of the determination coefficient test in table 4, an adjusted r2 value of 0.601 or 60.1% was obtained, so it can be concluded that the ability of independent variables, namely Competence and Career Development in explaining the variation in employee performance variables, is 60.1%.

DISCUSSION

The Influence of Competency on Employee Performance

From the results of the t-test of this study, it is known that the independent/independent variable, namely the competency variable (X1) has a positive but insignificant effect on the performance of employees (Y) of the Culture and Tourism Office, in the t-test on the competency variable (X1) produces a t-count value >t-table (4,213 > 0.2353) and a sig value. (0.00 < 0.005) then it can be concluded that the competency variable (X1) has a positive and significant effect on (Y) the performance of the Education and Culture Office Employees. (Siswanto, 2025) regarding the influence of competence on employee performance. The results of this study are that there is a strong and significant influence of competence on employee performance and it is said

that there is a positive influence. Thus, the competency hypothesis affects the performance of employees who have been tested. This shows that employee competence greatly determines the success or failure of the work activity process in the office, where this employee competence includes the ability of individuals to develop skills and expertise and have a good attitude, If employee competence is good, then the performance of employees in the office will also be good.

The Influence of Career Development on Employee Performance

From the results of the t-test of this study, it is known that the independent/independent variable, namely the career development variable (X2), has a positive and insignificant effect on the performance of Employees (Y) of the Culture and Tourism Office on the t-test on the career development variable (X2) resulting in a t-calculated value >t-table (3,321 > 0.2353) and a sig value. (0.002 < 0.005) it can be concluded that the career development variable (X2) has a positive and significant effect on the performance of cultural and career development employees. Career development is a series of positions or positions that a person occupies during the working period by going through education and training in the office environment(Rokmah et al., 2024). Career development as an HR management activity basically has the goal of being able to improve and increase the effectiveness of work implementation by employees so that they are more able to make the best contribution in realizing organizational goals in the office. According to (Agustina et al., 2023) that the efficiency and effectiveness of the organization are highly dependent on the good and bad development of human resources/members of the organization itself. Thus, it is clear that employee career development programs in the organization are very important, meaning in order to advance the organization concerned, especially if knowledge and technology are developing rapidly. This is relevant to the hypothesis of this study that career development affects performance. Career development has a great influence on employee performance. This career development factor needs to be considered and improved by the education and culture office in order to improve employee performance in the future. The results of this study state that there is an influence between career development on employee performance. This is in line with

the results of previous research (Mekarsari & Metera, 2024) which shows that career development has an effect on performance.

The Influence of Competency, and Career Development on Employee Performance

Based on the results of the tests that have been carried out, the results are obtained that the value of F-calculated> F-table is (36.331 > 2.789) with a significance of 0.000. Where the significance (0.000 < 0.05) which includes competence, and career development and to the variable (Y) of Employee Performance so that it can be interpreted that the two variables are variables (X) if they work together, the performance of the Employee will have a positive and significant effect, and the influence is quite high because it reaches a value of 36,331 compared to the F-table only reaches 2,789, as well as the sign number 0.000 is far from the standard limit, 0.05%. The results of the research mentioned above are in line with previous research, namely (Pamungkas, 2024).

CONCULASION

Based on the results of the research and discussion that has been stated above, several conclusions can be drawn as follows:

1. Competency variables affect the performance of employees at the Darmasraya Regency Culture and Tourism Office. This means that the better the competence, the higher the level of performance.

2. Career Development variables have a positive effect on employee performance at the Darmasraya Regency Culture and Tourism Office. This means that the better the work discipline of employees across the agency, the more employee performance will increase.

3. Simultaneously, Competence, and Career Development have a positive effect on the performance of employees at the Darmasraya Regency Culture and Tourism Office.

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