

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

Riyosnal Putra¹, Defni Albar², M. Havidz Aima³, Lusiana⁴

^{1,2,3,4}Universitas Putra Indonesia "YPTK" Padang

Email : yochedilsemuah@gmail.com, defnialbar18@gmail.com, havidz.aima@upiyptk.ac.id,
lusiana070977@gmail.com

ABSTRACT

The purpose of this study is to determine and analyze the competence, career development, work discipline, employee performance at the Department of Culture and Tourism of Darmasraya Regency. The method and type of research used is a quantitative research type with a survey research method, data was obtained directly through questionnaires to 48 respondents who are employees at the Department of Education and Culture of Darmasraya Regency. Sampling used the total sampling technique. Data analysis was carried out in several stages, namely 1) Validity test was tested with Pearson correlation ($r_{count} > r_{table}$). 2) Reliability was tested with Cronbach Alpha (> 0.60 is considered reliable). 3) Normality test to determine whether the data is normally distributed or not 4) T test to determine the effect of each independent variable on the dependent variable. 5) F test to determine the effect of competence and career development simultaneously on employee performance. 6) Coefficient of Determination (R^2) to determine how much the independent variable contributes to explaining the dependent variable. Based on the research results and discussions that have been presented above, several conclusions can be drawn as follows: 1) Competence variables affect employee performance at the Department of Culture and Tourism of Darmasraya Regency. This means that the better the Competence, the higher the level of performance will be. 2) Career Development variables have a positive effect on employee performance at the Department of Culture and Tourism of Darmasraya Regency. This means that the better the work discipline of employees in an agency, the higher the employee performance will be. 3) Simultaneously, Competence and Career Development have a positive effect on employee performance at the Department of Culture and Tourism of Darmasraya Regency.

Keywords: Competence, Career Development, Employee Performance

INTRODUCTION

The Department of Culture and Tourism of Darmasraya Regency, one of the government agencies in Darmasraya, has involved its employees in various competencies so far, however The competencies provided are still not optimal, this can be seen from the achievement of work targets which are still not optimal. Other problems What the employees also felt was that there were employees who already had the competence who were transferred by their superiors to other fields on the grounds that their performance at their current place of work did not match their field of expertise.

Performance is the result of work in terms of quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him (Anggraina, 2023). Good performance is optimal performance carried out by employees to support the achievement of organizational or agency goals. The rise and fall 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 closely related to improving employee performance, because by creating 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, more creatively, and more efficiently (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 absenteeism, and high turnover rates. The performance of Solok Regency Fire Department employees has a very important role in determining the effectiveness and efficiency of direct services provided to the community. As an agency that handles various prevention and rescue and emergency response investigations, such as fires, it relies heavily on the competence, integrity, and professionalism of its staff. Every employee, from the department head to the administrative staff, contributes to the agency's success in carrying out its functions (Sobirin & Marlinah, 2024).

Likewise, it is very important to carry out the work competencies of employees at all times so that leaders can improve employee competencies, making it easier for employees to carry out various tasks assigned (Harwin, 2025). Competence is defined as the ability to carry out or perform a job or task based on work skills and knowledge.

demanded by work (Azhari & Asniwati, 2023). With his competence demonstrates skills or knowledge characterized by professionalism in a particular 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), is an employee's personal efforts 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 career development so that it can produce benefits that benefit employees so that they will be more productive in their work which will also have an impact on improving the employee's performance.

Development in the fields of culture and tourism is part of the regional development process and character building of the community towards an independent, advanced, just, prosperous, and civilized society. Cultural and tourism development is also a series of sustainable development efforts that encompass all aspects of community life, such as religion, economics, education, social, and cultural aspects. In cultural development, the creation of a society with noble character, morals, and ethics is crucial in creating a tolerant, compassionate, and harmonious atmosphere. Cultural awareness is also expected to provide direction for the realization of a national identity in accordance with the noble values of the nation's culture, creating a conducive and peaceful climate. Thus, local wisdom values will be able to positively respond to the challenges and impacts of modernization in accordance with national values and spirit (Aziz, 2021). Organizations take several steps to improve employee performance, for example through competency development and career development opportunities. Through these processes, employees are expected to maximize their responsibilities in their work because they are equipped with competencies that are certainly related to their work implementation. Career development is essentially an employee right and an organization's obligation to support their contributions to achieving predetermined goals. Career development is a series of positions or titles held by an individual during their employment, progressing through education and training within the government. Career development, as an HR management activity, essentially aims to improve and enhance the effectiveness of employee performance, enabling them to make the best possible contribution to achieving organizational/office goals (Abriera & Ambarawati, 2024).

Based on initial research at the Darmasraya Regency Culture and Tourism Office, it was found that employee performance had declined. This was due to suboptimal performance. competence officers against service to the public

towards their work in the office, so every employee is encouraged to innovate and plan ideas. Based on this, it can be seen that employees only carry out routine activities without carrying out non-routine activities, so that employee performance in the office has not yet improved. Based on initial observations conducted by researchers, it was found that the competency of employees at the Culture and Tourism Office of Darmasraya Regency is still not in accordance with the office's expectations, indicated by the large number of employees who have not been able to improve their performance due to low employee competency. Other factors which influence employee performance in The office is all about career development. Career development programs will improve employee performance, enabling them to reach the next career level in a focused manner.

Based on the background of the problem, the formulation of the problem in this study is whether competence and career development have a simultaneous influence on employee performance at the Culture and Tourism Office of Darmasraya Regency and whether competence and career development have a partial influence on employee performance at the Department of Culture and Tourism of Darmasraya Regency.

METHODE

This research was conducted using a quantitative approach, emphasizing the analysis of numerical data or figures processed using statistical methods. The quantitative approach was used to test hypotheses, and the conclusions were based on the probability of rejecting the null hypothesis. By using quantitative methods, group significance or the significance of the relationship between the variables studied were obtained. This research was conducted at the Darmasraya Regency Culture and Tourism Office. The location was selected based on the problem described in the background of this research. In addition, approval from the work unit leadership was obtained, thus facilitating the data collection process, both primary and secondary data. The research period was approximately 1 (one) month. The population in this study were all employees of the Darmasraya Regency Culture and Tourism Office who are civil servants. The sampling technique used total sampling. The sample is part of the number

and characteristics of the population (Guna, 2024). Saturated or census samples, namely the number of samples that reflect the entire population, were chosen for use in this analysis. In this analysis, the sample was 48 Civil Servants. Data collection was carried out using a questionnaire to measure employee perceptions of work motivation, work discipline, and performance. The questionnaire was compiled based on 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 ($r_{\text{count}} > r_{\text{table}}$). 2) Reliability was tested with Cronbach Alpha (> 0.60 is considered reliable). 3) Normality test to determine whether the data is normally distributed or not 4) T test to determine the effect of each independent variable on the dependent variable. 5) F test to determine the effect of competence and career development simultaneously on employee performance. 6) Coefficient of Determination (R^2) to determine how much the independent variable contributes to explaining the dependent variable.

RESEARCH RESULTS AND DISCUSSION

In this study, a normality test was conducted to determine whether the residual values in the regression mode were normally distributed or not. The test used was the Kolmogorov Smirnov non-parametric statistical test. If $\text{Asymp. Sig. (2-tailed)} < 0.05$, the data is not normally distributed, while if $\text{Asymp. Sig. (2-tailed)} > 0.05$, the data is normally distributed (Mainita, 2022). The results of the data normality test can be seen in the table below:

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandar dized	Residual
		N	48
Normal	Mean	.0000000	

Parameters ^{a,b}	Std. Deviation	3.8560910
		3
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	.214
	99% Confidence Interval	
	Lower Bound	.204
	Upper Bound	.225
	Bound	

Based on the SPSS output results for the normality test in table 1.3 above, it can be seen that the Asymp. Sig. (2-tailed) value obtained is 0.200, which means it is greater than 0.05, so it can be concluded that the data is normally distributed.

The T test is used to see the level of significance of the independent variable affecting the dependent variable partially or individually. The test is carried out using a significance level of 0.05. To test the influence of each independent variable partially, the t test is used. (Cahyani et al., 2024) If $t \text{ count} > t \text{ table}$, then there is an influence between the independent variable and the dependent variable. If $t \text{ count} < t \text{ table}$, 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 dependent variable. If the sig value > 0.05 then the independent variable does not have a significant effect on the dependent variable.

Table 4. Results of T-Test (Partial)

Model	Coefficients ^a	Unstandardized Coefficients			T	Sig.
		Unstandardized Coefficients	Standardized Coefficients	T		

	B	Std.		Beta	
		Error	Beta		
1	(Constant)	7.534	7.150		1.054 .298
	kompetensi	.459	.109	.489	4.213 .000
	pengembangan	.428	.129	.386	3.321 .002
	karir				

a. Dependent Variable: kinerja pegawai

Based on the results of the t-test in table 4 above, it can be interpreted that:

1. Hypothesis testing of the influence of competence on employee performance

Based on the results of the t-test above, the calculated t-value of the Competence variable is $4.213 >$ the t-table value of 0.2353 with a significance value of 0.000 which is $<$ the α value of 0.05. Therefore, it can be concluded that Competence has no significant effect on employee performance.

2. Hypothesis testing of the influence of Career Development on employee performance

Based on the results of the t-test above, the calculated t-value of the Career Development variable is $3.321 >$ the t-table value of 0.2353 with a significance value of 0.002 which is $<$ the α value of 0.05. Therefore, it can be concluded that career development has no significant effect on employee performance.

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

Table 5. F-Test Results (simultaneous)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square		
			F	Sig.	
1	Regressi on	1128.449 2	564.224	36.33 1	.000 ^b

Residual	698.864	45	15.530		
Total	1827.312	47			

a. Dependent Variable: kinerja pegawai
 b. Predictors: (Constant), pengembangan karir, kompetensi

Based on Table 1.5 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 calculated F value with the F table value. The calculated F value is obtained as follows: 36,331 Meanwhile, the Ftable value is 2.789. Therefore, the calculated Fvalue is greater than the Ftable. Therefore, it can be concluded that Competence and Career Development have a simultaneous influence on employee performance.

The coefficient of determination (R2) is a tool used to measure the extent to which a model can explain variations in the independent variable. The coefficient of determination ranges from 0 to 1. If the r2 value is close to 1, the independent variable provides almost all the information needed to predict variations in the dependent variable.

Table 6. Results of Determination Test (R2)

Model Summary ^b				
Mo	R	R Square	Adjusted R Square	Std. Error of the Estimate
del	R	e	R Square	Estimate
1	.786 ^a	.618	.601	3.94085

a. Predictors: (Constant), pengembangan karir, kompetensi
 b. Dependent Variable: kinerja pegawai

Based on the results of the determination coefficient test in table 1.6, the adjusted r2 value was obtained as 0.601 or 60.1%. So it can be concluded that the ability

of the independent variables, namely Competence and Career Development, to explain variations in employee performance variables is 60.1%.

DISCUSSION

The Influence of Competence on Employee Performance

From the results of the t-test of this study, it is known that the independent variable, namely the competency variable (X1), has a positive but not significant effect on the performance of employees (Y) of the Department of Culture and Tourism, in the t-test on the competency variable (X1) produces a t-count value > t-table ($4.213 > 0.2353$) and a sig. value ($0.00 < 0.005$) so it can be concluded that the competency variable (X1) has a positive and significant effect on (Y) the performance of the Department of Education and Culture Employees. The results of the study above are in line with previous research conducted by (Siswanto, 2025) regarding the effect of competency on employee performance. The results of this study are that there is a strong and significant influence of competency on employee performance and it is said that there is a positive influence. Thus, the competency hypothesis has an effect on employee performance that has been tested. This shows that employee competence is very important in determining the success or failure of the smooth running of work activities in the office. Where employee competence includes the individual's ability to develop skills and expertise and have a good attitude. If employee competence is good, the performance of employees in the office will also be good.

The Impact of Career Development on Employee Performance

From the results of the t-test of this study, it is known that the independent variable, namely the career development variable (X2), has a positive and insignificant effect on the performance of employees (Y) of the cultural and tourism service employees in the t-test on the career development variable (X2) produces a calculated t-value > t-table ($3.321 > 0.2353$) and a sig. value ($0.002 < 0.005$) so it can be concluded that the career development variable (X2) has a positive and significant effect on the performance of cultural employees and Career Development. With the existence of a career development program, this will improve performance for employees to reach the

next career level in a directed manner. Career development is a series of positions or positions occupied by a person during their work period through education and training levels in the office environment (Rokmah et al., 2024). Career development as an HR management activity essentially aims to improve and enhance the effectiveness of employee work performance so that they are increasingly able to provide the best contribution to achieving organizational goals within the office. According to (Agustina et al., 2023), organizational efficiency and effectiveness are highly dependent on the good or bad development of human resources/organizational members themselves. Thus, it is clear that employee career development programs within an organization are very important in order to advance the organization concerned, especially when knowledge and technology are developing rapidly. This is relevant to the hypothesis of this study that career development influences performance. Career development has a significant influence on employee performance. This career development factor needs to be considered and improved by the education and culture office to improve employee performance in the future. The results of this study state that there is an influence between career development and employee performance. This is in line with the results of previous research (Mekarsari & Metera, 2024) which showed that career development influences performance.

The Influence of Competence and Career Development on Employee Performance

Based on the results of the tests that have been carried out, the results obtained are that the F-count value > F-table is (36.331 > 2.789) with a significance number of 0.000. Where the significance (0.000 < 0.05) which includes competence, and career development and on the variable (Y) Employee Performance so that it can be interpreted that the two variables are variable (X) if they work together then Employee performance 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 reaching 2.789, as well as the sign number 0.000 is far from the standard limit, 0.05%. The results of the study above are in line with previous research, namely (Pamungkas, 2024).

CONCULASION

Based on the research results and discussions presented above, the following conclusions can be drawn:

1. Competency variables influence employee performance at the Darmasraya Regency Culture and Tourism Office. This means that better competency leads to higher performance levels.
2. The Career Development variable has a positive effect on employee performance at the Darmasraya Regency Culture and Tourism Office. This means that the better the work discipline of an agency's employees, the higher their performance will be.
3. Simultaneously, Competence and Career Development have a positive influence on employee performance at the Culture and Tourism Office of Darmasraya Regency.

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