The Influence Of Work Achievement, Education Level, Work Experience, And Opportunities To Grow On Employee Career Development At Pt Sinar Sosro, Jember District

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Abstract: Human resources (HR) are individuals who are productive and work as the driving force of an organization, be it an organization within an agency or company and are the main driving aspect of a business or company, where the progress of a company is largely determined by the existence of its human resources (HR). PT Sinar Sosro Jember Regency has a problem regarding employee mutations which fluctuate from year to year, so that it becomes a problem where a small mutation will hinder workers or employees in terms of opportunities to grow and develop not simultaneously. This study aims to determine and analyze the effect of work performance, education level, work experience, and opportunities for growth on the career development of employees at PT Sinar Sosro, Jember Regency. The primary data source used in this study is the respondents' answers through questionnaire items. Thus the number of samples in this study amounted to 76 respondents. The analytical tool used in this research is multiple linear regression analysis. The results of the partial test (t test) show work performance, education level, opportunities for growth and development as well as work experience, have a significant effect on the career development of PT Sinar Sosro, Jember Regency.

Keywords: Human resources, Work performance, Education level, Work experience, Opportunity for growth, Career Development

INTRODUCTION

Human resources (HR) are individuals who are productive and work as a driving force for an organization, be it an organization within an agency or company and cannot be replaced and become a very important asset because it is the main driving aspect of a business or company, where the reciprocation of a The company is very much determined by the existence of its human resources (HR). In research(Agustin et al., 2020), human resources are one of the elements that play a very important role in ensuring the sustainability of an organization. Human resource capacity is the ability of a person or individual, an organization (institutional), a system to carry out its functions or authority in achieving goals effectively and efficiently. Capacity must be seen as the ability to achieve performance, to produce outputs (ouput) and results (outcomes). According to (Bintoro and Daryanto 2017) it appears a scientific way of how to regulate the relationship and also part of using resources or workforce owned by individuals that is productive and usable optimally so that company goals are achieved. Strictly speaking, the ability of every human being is determined by his intellect and physical power, where HR or the human being himself becomes the first and foremost element in every activity carried out. So that human resources or employees in a company are an important concern in the context of efforts to achieve company success. As with reliable and sophisticated equipment, without the role of HR itself, it will mean nothing in a company, where human resources (HR), namely employees or employees who are reliable in an organization are nurtured from the process of recruiting employees, selecting employees, classifying, the assignment of workers based on their competence in their fields will lead to a success and work performance in a job assignment.

Work performance results from the functions of a job or what is produced, if we learn more about a job this is a process in which input is processed into output or employee work results where work performance has a component of competence and productivity in the results of an employee's performance is very important. depending on the level of ability of the individual in achieving it. Employees who excel can of course produce something good for the company they work for because employees are the first guard who

are directly related to the development of the company, therefore employees who are very high achievers certainly have a greater opportunity to be able to develop a career.

Education is a step to analyze the needs of an employee or employees and develop a good job and ways to get the job done well by developing abilities and attitudes in the form of good behavior for a future life where through a certain organization or not organized to improve work skills including providing counseling on the behavior of each employee, according to Dessler (2012: 273). Relevant education in line with educational needs can improve skills and support the work of employees and will add insight and knowledge in terms of work where they work according to their respective portions where providing relevant education will add new work experiences for workers or employees in carrying out responsibility as well as new knowledge in the working world and honing their abilities.

Human resources or workforce at PT Sinar Sosro Jember Regency in 2019-2021 experienced promotion or career development that went up and down which in 2020 experienced a drastic increase at PT Sinar Sosro Jember Regency, where the full explanation is in the following table:

Table 1.1 Career Development

No	Number Of Employees	S1	S2	Promotion	Tahun
1.	76	1	1	2	2019
2.	76	4		4	2020
3.	76	2		2	2021

Source : PT Sinar Sosro Jember Regency

From the table above, PT Sinar Sosro Jember Regency has a total of 76 employees where every year PT Sinar Sosro Jember Regency transfers its employees or increases the rank of its employees in 2019 with a total increase of 2 employees, for S1 there is 1 person and for There is 1 Masters degree, then in 2020 the number of employee increases is 4 people, of which 4 people have undergraduate degrees and will increase again in the following year, namely in 2021 as many as 2 people will be transferred or get promotion where the 2 have bachelor degrees strata 1 at PT Sinar Sosro Jember Regency, where every employee or employee who is transferred or gets a promotion to a higher position where the company is PT Sinar Sosro Jember Regency. provide a reward for its employees such as appreciation, as well as salary increases and bonus increases.

METHOD

Based on the existing problems, the factors to be analyzed in this study includes grouping the two types, namely:
Independent Variable (X)
The unrelated factor (X) is the independent variable or variable that doesn't depend on other variables. Included in the study's independent variables are:
Variable X1: Work Performance
Variable X2: Education
Variable X3: Work Experience
Variable X4: Introduction and Opportunity to Grow
Dependent Variable (Y)
The dependent variable (Y), namely the dependent variable in this study, is employee career development (Y).
Research design
His research employs a quantitative methodology and is a form of causal associative research. Causal Associative research, which looks at the effects of two or more variables, is the research between the independent variable and causality (X) and the dependent variable (Y). Job performance, education, and job experience were employed as independent factors in this study., recognition, and opportunity to grow. The employee is the dependent variable in this study of career development. Surveys can provide benefits for

descriptive purposes, assist and compare current circumstances and defined criteria and also in conducting evaluations. The analytical tool Multiple linear regression analysis is employed.

Population, Sample, Sampling

Objects make up the generalization area for the population. or themes with specific features and traits chosen by researchers to be examined, followed by conclusions drawn Sugiyono, (2013: 115). Participants in this study were all employees at PT Sinar Sosro Jember Regency with a total of 76 employees.

Sample

The sample is part of the number and characteristics possessed by the population (Arikunto 2017; 173) says to the effect that if the subject is less than 100, then the whole populace changes a research sample but if the subject is more than 100 then 15–25% or 10–15% can be used where the instance All employees participated in this study. at PT Sinar Sosro Jember Regency with a total of 76 employees.

Data collection technique

1. **Interview**

   The interview is a process for gathering data that is used using direct interview methods with parties deemed necessary and related to the object of research.

2. **Questionnaire**

   Questionnaires are a method of collecting data by asking written queries that are asked of respondents to gather information, then respondents are asked to fill out a list of these questions.

3. **Literature review**

   Namely the method of collecting data by using books and studying the literature connected to these studies.

RESULTS AND DISCUSSION

Data analysis technique
Validity test

A valid test is carried out to determine if a measuring tool can measure what it wants to measure. Validity relates to the accuracy of measuring instruments to carry out their duties to achieve their goals. Validity also relates to the purpose of measurement. The measurement is said to be valid if it measures the objective as real or true. In this study, to make it easier to test validity, a measuring tool was utilized as a form of a software package called SPSS for Windows, also, if a that is to be measured has a substantial correlation from the item score to the overall score, then the score is said to be invalid.

Reliability Test

A reliability test determines how stable a measuring tool is when taking measurements of a symptom or an event. The more stable a measurement instrument is, the higher its reliability. The reliability test focuses on stability and consistency in measurement and the degree to which measuring outcomes obtained through the same object will produce the same results (Sugiono (2017)). To evaluate the validity of this study using Cronbach's alpha value measurement technique, where the instrument consistently produces the Cronbach Alpha is 0.6 or more. In this case, using the computer program SPSS for Windows version 21.

Analysis of multiple linear regression

Multiple linear regression analysis is used by researchers to analyze the dependent variable if two or additional X1, X2, and X3 factors... as well as two or more of the independent variables rising as predictors do or decrease in value Sugiyono (2017: 275). The purpose of this study was to determine performance at work, education, practical experience, honors, and chances for advancement, in employee performance at PT Sinar Sosro Jember Regency using multiple linear regression analysis. Formula :

$Y = \alpha + \beta 1\ x1 + \beta 2 + x2 + \beta 3\ x3 + e$

Information :

a = Constant

$\beta 1, \beta 2$ = Regression Coefficient

X1 = Work Performance Variables

     X2   = Education Variables
     X3   = Work Experience Variables
     X4   = Introduction Variables and Opportunity to Grow

Conventional assumption test

This study's traditional assumption test includes the normality test, the multicollinearity test, and the heteroscedasticity test. The entire classical assumption test is processed using SPSS for the Windows program.

Test for normality

According to Ghozali (2016: 160) The purpose of the normalcy test is to determine whether the regression model's Variables that cause confusion or are residual have a normal distribution. A straight line will be formed by the normal distribution. line diagonally, and plotting a diagonal line will be used to compare residual data. If residual data distribution is normal, then a line that describes Actual data will come after a diagonal line.

Test for Multicollinearity

According to Ghozali (2013: 105), The multicollinearity test aims to test a regression analysis and discovered a connection between diverse (independent) variables. Where a decent regression The independent variables in a model shouldn't be correlated. To determine the existence of The following describes the regression model's lack of multicollinearity. There is multicollinearity. from the tolerance value and variance inflation (VIF).

Test for Heteroscedasticity

The term "heteroscedasticity" that the variances of the model's variables are not all the same, so the estimator obtained is not efficient. This is because the variance does not meet. To find out if heteroscedasticity is possible using the Park Glacier Test. According to Ghozali (2013: 110), heteroscedasticity testing is intended to test whether a confounding error variable is not fixed for all unrelated variables. If the significant value is > 0.05, it can be said that a research model escapes the existence of heteroscedasticity.

T Test

The t-test to determine the effect of work efficiency (X1), education (X2), work experience (X3) recognition, and growth opportunities (X4) career development (Y) partially. So that it can be known what factors or variables are most dominant in influencing employee performance. The t-test in this study uses a two-tailed test. The t-test formula is

$T^{count} = bi/Sb$

Information :

Tcount: T^{count} *results*

Bi: Variable Regression Coefficient X (b1,b2,b3,)

SB: Standard deviation of b1,b2,b3

a. The test method is as follows:

If Ho: b1...3 = 0 it implies that partially the elementsX1, X2, have no impact variable Y.

If Ha: b1...3 $\neq$ 0 signifies that a portion of variables X1, X2, have an important impact on variable Y.

Pengujian hipotesis sebagai berikut :

If –t table < t count < t table then Ho is accepted while Ha is rejected.

If tcount < -ttable and tcount > ttable then Ho is rejected while Ha is accepted.

Level of significance: α = 0.05

Determination Coefficient (R2)

The correlation between two variables is employed to gauge how well the model can account for the fluctuation in the variable under study. The determination coefficient's value is something between 0 and 1. A little R2 Value denotes an individual's capacity for self-reliance variable to explain the dependent element is very little, a If the value is close to one, the independent variable provides practically all of the data required to forecast the reliant variable.

DISCUSSION

A general description of the company
History of the Sinar Sosro Company

The history of Teh Botol, which was founded by the Sosrodjojo family, and the founding of the Sosro firm are intertwined. The Sosrodjojo family established their company in 1940 in the Central Javan village of Slawi. When the company first began, dried tea was the only item offered under the Teh Cap Botol brand and was sold all across Central Java. The Sosrodjojo family started growing their company in 1953 by entering Jakarta, the capital city, to market the Teh Cap Botol product, which was already well-known in the Central Java region. The process of introducing the Teh Cap Botol product began by implementing the CICIP RASA (product sampling) technique in several Jakartan markets. Initially, By cooking and brewing tea right there in the markets, they introduced Cap Botol tea. When the tea is ready to drink, it is given to shoppers at the market. This approach, however, was unsuccessful since the prepared tea was too hot and the serving procedure took too long, making it impossible for market patrons who wished to sample it to wait. The second approach involves brewing tea away from the market and instead transporting it there in huge pots in an open pick-up truck. Again, the majority of the tea that was brought was spilled on the route from the office to the market, making this strategy less effective. This is because Jakarta's streets were not as excellent at the time and still had potholes. Eventually, it was decided to bring the tea that had been prepared in the workplace and placed it into clean bottles. Because it was convenient and ready to eat right away without having to wait for the tea to brew, it turned out that the consumers found this method to be rather interesting. The concept of selling tea that was already made to drink in bottles first surfaced in 1969. In 1974, PT SINAR SOSRO was established, and as of today, it has branches all across Indonesia, including one in the Jember area.

Data Instrument Testing
Data Validity Test

The validity tests are employed to evaluate the precision of the measuring device and whether a questionnaire is valid or not (Ghozali, 2016). The survey questions themselves if the value of r count > r table (N-2) is deemed legitimate if r count has an asterisk.

Uji Reliabilitas

Reliability is the consistency of a series of measurements or a series of measuring instruments. It is said to be reliable if the answer to the statement is consistent or stable from time to time.

Classic assumption test
Normality test

The purpose of the normality test is to determine if the independent and dependent variables in a regression model are both well-normalized and distributed or not (Ghozali, 2016). By focusing on the point on the Normal P-Plot of Regression Standardized Residual of the Dependent Variable, one can determine the normality of a study. The regression model fails to support the assumption of normality in such a case.

Test for Multicollinearity

The purpose of multicollinearity testing is to determine whether the regression model identified a link between its independent variables (Ghozali, 2016). The variance inflation factor (VIF) and tolerance values can also be used to detect multicollinearity; if the VIF value is less than 0.1 (10%), multicollinearity is not

present in the regression. Multikoliniearitas berarti adanya hubungan linier yang sempurna antara beberapa atau semua variabel yang menjelaskan model regresi.

Test for Heteroscedasticity

It is possible to determine that heteroscedasticity does not exist if the data points are randomly distributed above and below the number 0, do not accumulate exclusively above or below, and do not exhibit a wavy distribution. To find out the regression that does not occur heteroscedasticity if the data points spread randomly both above and below the number 0, the data points do not collect only above or below, the distribution of data points does not form a wavy pattern, and the distribution is not patterned.

Analysis of multiple linear regression

Multiple linear regression analysis is a regression model that involves more than one independent variable. Multiple linear regression analysis was carried out to determine the direction and how much influence the independent variables have on the dependent variable. A good regression equation model is one that meets the requirements of the classical assumptions, including that all data are normally distributed, and the model must be free from multicollinearity symptoms and free from heteroscedasticity. From the previous analysis, it has been proven that the equation model proposed in previous studies has proven to fulfill the requirements. Regression analysis is used. to test the hypothesis about the partial effect of the independent variables on the dependent variable.

The coefficient of determination (R2)

I n essence, how much the independent variable (X) contributes to the dependent variable (Y) is predicted using the coefficient of determination test (R2). There is a range of 0 to 1 in the coefficient of determination. A low number indicates that there is very little room for the independent variables to account for the variance in the dependent variable, and vice versa. Therefore, when assessing a strong regression model, many academics advise utilizing the Adjusted R2 value. 2018 (Ghozali).

Research result

Based on the results of the analysis of work performance variables where I always complete assignments on time most answers from respondents answered strongly agree where 35 people or 46% and the smallest value strongly disagree 0% I have never been absent/absent without a clear reason the most answers from respondents answered strongly agree where 39 people or 51.3% and for the smallest value is strongly disagreed 0%, My relationship with other employees is always maintained most answers from respondents answered strongly agree where 35 people or 46.1% and for the smallest value is strongly disagreed 0%, my relationship with superiors is always well maintained, the most answers from respondents answered strongly agree where 35 people or 46.1% and for the smallest value is strongly disagreed 0%, I do a job by good procedures answer most of the respondents answered neutrally where 31 people or 40.8% and for the smallest value was strongly disagreed 0%. Work performance on career development based on the results of this study can be seen in the t-test on the first hypothesis (H1) indicating that job performance has a significant effect on employee career development by looking at the significance level which is equal to 0.037. This shows that work performance variables have a significant effect on career development variables. These results indicate that the better the work performance carried out by the company PT Sinar Sosro Jember Regency towards customers, the more career development will further improve.

Based on the education variable data where I feel comfortable when education and training are given where neutral answers are given by many respondents with a total of 41 or 53.9% and the smallest value or strongly disagree is 0%, while for I get training material according to job requirements where the answers agree with the number of 33 people or 43.3% and the smallest value or strongly disagree amounted to 0%, I am enthusiastic in participating in education and training the very large value of the respondents or strongly agree amounted to 38 people or 50% and the smallest value disagree and strongly agree disagree amounted to 0%, I apply what was taught during education at work with the highest value of strongly agree the answers from respondents were 49 people or 64.5% the smallest value and strongly disagree amounted to

0%, I took part in educational evaluations conducted by agencies where neutral answers from respondents amounted to 30 or 39.5% % the smallest value and strongly disagree amounted to 0%.

Education on career development Based on the results of this study it can be seen in the t-test on the second hypothesis (H2) indicating that the education variable has a significant effect on the career development variable by looking at its significance level which is equal to 0.046. These results indicate that the better the education provided by PT. Sinar sosro, it will also increase career development.

Effect of work experience on career development Based on the results of this study it can be seen in the t-test on the third hypothesis (H3) indicating that the work experience variable has a significant effect on career development variables by looking at its significance level. These results indicate that the better the work experience provided by PT. Sinar Sosro will also increase career development. Conversely, the worse the work experience provided by PT Sinar Sosro, the lower the level of career development provided by customers toward PT Sinar Sosro.

Recognition and growth opportunities' impact on professional development According to the findings of this study, the t-test on the third hypothesis (H4) shows that, when considering their significance level, recognition and growth chances have a substantial impact on career development variables. These findings suggest that the recognition and growth opportunities are inversely correlated with the introduction and growth opportunities offered by the company PT Sinar Sosro. The level of career development offered by customers to the company PT Sinar Sosro, on the other hand, will be lower the poorer the introduction and opportunity for advancement provided by the company is. As with all employees, all employees have the same opportunity to develop in the company, which is in line with the theory of Opportunity to grow is a person's career development which is very dependent on the employee himself in taking advantage of the opportunities that exist for employees to improve their abilities at work.

CONCLUSION

Researchers have come to the following conclusions based on the data and analysis they have collected:

1. Work performance at Pt Sinar Sosro in the Jember district positively affects career growth. The analysis's findings demonstrate that employees at PT Sinar Sosro in the Jember district have stronger career advancement when they perform better at work.

2. At Pt Sinar Sosro in the Jember district, education has a favorable impact on professional growth. The analysis's findings demonstrate that employees at PT Sinar Sosro in the Jember district have stronger career advancement the more education they have.

3. At Pt Sinar Sosro in the Jember district, employment experience helps with career development. The findings of this investigation demonstrate that greater employee work development results in greater

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