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THE EFFECT OF WORK KNOWLEDGE AND CAREER DEVELOPMENT ON THE PROMOTION OF EMPLOYEE OPERATORS PRIVATE UNIVERSITY IN PALEMBANG CITY, INDONESIA

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ABSTRACT

This study aims to determine the effect of work knowledge on job promotion in college operator employees at LLDIKTI II Palembang, the effect of career development on job promotion in higher education operator employees at LLDIKTI II Palembang. This study also uses primary data with a survey method by distributing statement to employees in the form of a questionnaire and the validity and reliability of the population has been tested. In this study, employees of university operators of LLDIKTI II Palembang, including Muhammadiyah Palembang University (UMP), Bina Darma University (UBD), PGRI Palembang University (UPGRI), University Tridinanti Palembang (UTP), Palembang University (Unpal), IBA University (UIBA), Taman Siswa University (Unitas), Sjakhyakirti University (Unsjak), Kader Bangsa University (UKB), Musi Charitas Catholic University (UKMC), Indo Global Mandiri University (UIGM). The sampling technique used random sampling method with a sample size of 225 technical people was analyzed using multiple linear regression techniques. Work knowledge has a significant effect on the promotion of employees of higher education operator employees in LLDIKTI II Palembang and career development also has a significant effect on the promotion of employees of higher education operator employees in LLDIKTI II Palembang.

KEY WORDS

Work knowledge, career development, promotion.

In developing countries, one of the aspects of development that is carried out is the field of education, education is carried out to shape the quality of human resources that are knowledgeable, all of this can be achieved through formal education, including tertiary institutions, the success of universities in producing human resources is inseparable from all university apparatus, including lecturers and employees. This employee is in charge of reporting the status of the university both in and out, for example to the Directorate of Higher Education, knowledgeable operator employees are needed in carrying out their daily activities and obligations in universities, private universities are coordinated by institutions such as LLDIKTI II in Palembang city, South Sumatra.

The university's employees usually pay less attention to operator employees regarding their work knowledge skills and participation in career development in tertiary institutions so that promotions given to operator employees are not paid much attention to by the higher education institutions. According to Palumbo (2015) work knowledge is knowledge possessed by workers at work so that workers will be able to develop progress in an organization and have an impact on the interests of workers and occupy work in the organization as well as for the benefit of the organization itself, armed with work knowledge and career involvement. through the university's accrual development program, there is an employee's point of view to the organization that there is a guarantee for employees to occupy vacant positions in the future in the organization (Triton, 2010) by giving a promotion to make the employee more active because he has already attention and fulfillment of personal needs, companies that transfer employees through transparent promotion programs make employees feel cared for and given opportunities for their needs for self-development through promotions that are carried out and can be accepted in a transparent manner



satisfied by the employees themselves. But operators in tertiary institutions are not very enthusiastic because they do not pay attention to their competence in dealing with their workload and are not involved in career development programs made by universities even though the role of these operators is very important and very much determines the success of a university both for its sustainability in it. high stomach and outdoor high in the form of state reports from a college (Triton, 2010).

LITERATURE REVIEW

According to Spencer (2014: 89), a worker who is able to produce the desired performance must have work knowledge of various abilities to analyze and conceptualize what to do so that he will be able to occupy a new type of work and place of work, so that the need to develop himself is met . Palumbo (2015: 222) Work knowledge is knowledge possessed by workers at work so that workers will be able to develop progress in an organization and have an impact on the interests of workers and occupy work in the organization and for the benefit of the organization itself.

According to Spencer (2014: 112), a worker who is able to produce the desired performance must have working knowledge of various abilities to analyze and conceptualize what to do so that he will be able to occupy the type of work and place of a new work position, workers who occupy new positions and a new place of work will make the worker fulfill the need for self-development, so that he gets a new job position, thinking in the form of work knowledge will help the employee master the job at hand.

According to Dubrin (2002: 70) Career development is an employee activity to help them plan future careers in a company so that it helps employees in placing new positions and the need for self-development in view of the employees' abilities will be achieved so that the organization will experience progress and develop to the maximum. Gibson et al (2012: 100) career development in an organization shows the relationship between career development of company employees and employee career planning by increasing job-insight skills so that employees have higher loyalty.

Triton (2010: 99) Career development is the point of view of workers providing an overview of future career paths in the organization, and indicating the long-term importance of the organization from work, and for career development organizations provide some assurance that employees will be available. - employees who will fill positions that will be vacant in the future. Another opinion regarding job promotion, Edwin (2014: 111) defines that promotion means moving from one position to another that has a change in status in individuals and higher responsibilities. Edwin (2014: 125) also says, usually a move to a higher position is accompanied by an increase in salary or other wages, although this is not always followed by a salary increase, then there is something that needs to be considered if someone wants to get a promotion, including: (1) work performance, (2) skill, (4) integrity, (5) honesty and loyalty.

METHODS OF RESEARCH

This study uses multiple linear regression analysis techniques, to test whether there is a relationship between free work knowledge (X1), career development (X2), and the dependent variable promotion (Y). The regression equation in this study is as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

Where: is: A = Constant; β_1 β_2 = Variable Regression Coefficient X1 and X2; X1 = Working Knowledge; X2 = Career Development; Y = Job Promotion; e = standard error.

RESULTS AND DISCUSSION

The regression model does not experience multicollinearity disorders, this can be seen



in the tolerance value of each variable greater than 10 percent (0.1). The results of VIF calculations also show that the VIF value of each variable is less than 10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model.

The following table shows the multicollinearity test results:

Table 1 – Multicollinearity Test

Variable	Tolerance	VIF
Working Knowledge	0,826	1,211
Career Development	0,826	1,211

Source: Data Processed, 2020.

The following table shows autocorrelation test results:

Table 2 – Autocorrelation Test

Variable Significant	Result
Durbin Watson	2,011

Source: Data Processed, 2020.

Durbin Watson's value is between -2 to 2, meaning that there is no autocorrelation problem (Santoso, 2012).

Tabel 4 – Regression

Variable	Significant
Working Knowledge	0.000
Career Development	0.002

Source: Data Processed, 2020.

In the work knowledge variable with a significance level of 95% ($\alpha = 0.05$). The significance value (P value) of the working knowledge variable is $0.000 < 0.05$. On the basis of this comparison, H_0 is rejected or it means that the work knowledge variable has a significant effect on the Job promotion variable.

On the career development variable with a significance level of 95% ($\alpha = 0.05$). The amount of significance (P value) on these variables is $0.002 < 0.05$. On the basis of this comparison, H_0 is rejected or it means that the career development variable has a significant effect on the job promotion variable.

Table 5 - Uji F

Model	Sum of	D	Mean	F	Sig
Regression	34,899	2	17,450	23,613	0,000
Residual	164,059	222	0,739		
Total	198,958	224			

Source: Data Processed, 2020.

The calculated F value is 23.613 with a significance value (P value) of 0.000. With a significance level of 95% ($\alpha = 0.05$). The significance value (P value) is $0.000 < 0.05$. On the basis of this comparison, H_0 is rejected or it means that the work knowledge and career development variables have a significant effect on the Job Promotion variable.

Table 6 – Determination Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,419a	,175	,168	,85965

Source: Data Processed, 2020.



Table 6 shows the Adjusted R Square value of 0.168. This means that the independent variables (Work Knowledge and Career Development) are able to explain the dependent variable (Job Promotion) by 16.82%, while the rest is explained by other factors not examined.

Table 7 – Model

Model	B	Std
Constant	1,418	0,317
Working Knowledge	0,249	0,058
Career Development	0,255	0,082

Source: Data Processed, 2020.

Multiple linear regression equation as follows:

$$Y = 1,418 + 0,249X_1 + 0,255 X_2$$

The value of 0.249 on the Work Knowledge variable (X_1) is positive, so it can be said that the higher the work knowledge provided by the Employee, the higher the Job Promotion. The value of 0.255 in the Career development variable (X_2) is positive, so it can be said that the higher the Career Development given by the Employee, the higher the Job Promotion.

CONCLUSION

Result of simultan variable work knowledge and career development variables have a significant effect on the Job Promotion variable. Results of partial variable work knowledge variable has a significant effect on the job promotion variable, career development variable has a significant effect on the job promotion variable.

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