

The Role of Motivation as Mediation in The Influence of Career DEV and PS Cap on Perform (Study on Kayawan PT. Lotte Shopping Indonesia)

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Abstract

The research objective was to analyze and describe the influence of career development and psychological capital on employee performance mediated by the work motivation of the employees of PT. Lotte Shopping Indonesia. The population used in this study were employees of PT. Lotte Shopping Indonesia, amounting to 138 people. The sampling method in this study used a census. The data analysis technique used regression using the SPSS program and the Sobel test. The results of this study can be concluded that career development has a positive effect on work motivation. Psychological capital has a positive effect on work motivation. Career development has a positive effect on employee performance. Psychological capital has a positive effect on employee performance. Work motivation has a positive effect on employee performance. Work motivation is able to mediate the effect of career development on employee performance. Work motivation is able to mediate the effect of psychological capital on performance. Career development through work motivation is more effective in influencing employee performance than psychological capital.

Keywords

career development;
psychological capital; work
motivation; employee
performance



I. Introduction

Source power is source energy, power, strength (power), which is needed for create power, movement, activity, activity, and action. Source power the among other things, consists of on source power nature, source power finance, resources power human, source power knowledge knowledge, and resources power technology. in between source power that, source most important power is source power human (human resources). Source power man is source power used for synergize source power other for reach objective organization. Successful organization need employees who will to do more from just their formal duties and want give performance that exceeds hope. Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Key to success something organization in reach desired goal is if organization that already capable manage source power the human with right. Condition as This is what PT. Lotte Shopping Indonesia as company that continues endure in face tight competition

business. Good employee performance capable bring objective company achieved with good.

Employee performance of PT. Lotte Shopping Indonesia is not yet optimal. This thing could be known based on the average value of performance data employees of PT. Lotte Shopping Indonesia in 2018-2019 happened drop performance employee namely in 2018 there were 5.93 percent employee very good value will but in 2019 employees with very good rating decrease to 3.62 percent. Evaluation performance employee with category good as much as 32.20 percent in 2018 will be but in 2019 employees with evaluation good decrease to 25.36 percent. Evaluation performance employee with category enough in 2018 there are 60.17 percent employee increase to 68.84 percent in 2019. Assessment performance employee with mark not enough good increase from 1.69 percent in 2018 to 2.17 percent in 2019.

So, achievement performance employees of PT. Lotte Shopping Indonesia can said not optimal and tend decreased. Performance by Mangkunegara (2009) is results work by the quality and quantity achieved by a person employee in carry out his job in accordance with not quite enough the answer given to him. Many factors influence performance employees, including development career.

Development career is activity for to do planning career in skeleton Upgrade career personal in the future come for life Becomes better. a career employee need done because a employee work in one company no only want get what do you have day this, but also expect there is change, there progress and there the opportunity given to employee for proceed higher level tall and over good.

Interview results with manager of PT. Lotte Shopping Indonesia and some employees of PT. Lotte Shopping Indonesia is available a number of employees who experience rotation in January 2020. There is rotation the impact on the problem development career in PT. Lotte Shopping Indonesia. Problem main in development career is placement employees who don't in accordance with background behind education. This thing many found in the PT. Lotte Shopping Indonesia.

According to Rivai (2006: 290) says that development career is an improvement process ability achieved individual in skeleton reach desired career. Purpose of whole development program career is for complete Among needs and goals employee with opportunity available careers _ at the company moment this and the future. The results of research conducted by Siswadhi and Sudirman (2018); Oktavia, et al (2014) Development career influential positive to performance employees. Whereas according to study Princess and Frianto (2019) Development career by Partial no influential significant to performance employees.

Psychological capital interpreted as state psychology positive individual characterized by _ with trust self (self-efficacy), creating positive attribution (optimism), hope in the future come (hope) and power stand face challenge (resilience). The four psychological capital that believed capable contribute positive in self somebody so that he could perform optimally. Employee could produce profession by maximum and can support organization in reach his success. Existence employee be one points important in the way something organization bureaucracy. Various operational work nor managerial will feel lighter with existence endorsement from the employees. because that an organization need know how much big desire employee for work. Influence development career to performance employees too _ researched previously by Silen (2016) who concluded that psychological capital influential positive significant to performance employee.

Apart from two factor on so factor third predict _ in study this is motivation. A number of problems in the field that reflect still low motivation work employees of PT. Lotte Shopping Indonesia. This thing could seen from phenomenon such as: (1) still there is employee carry out his job no serious and lacking careful in work , (2) still there is part employee at the time work employee often procrastinate his job , (3) still there is part the employee who came late and go home more beginning as well as existence outgoing employee _ enter office during working hours , and (4) Still available part employees who don't complete her job just in time . low motivation work caused lack of discipline employee in carry out work, where level not attendance employee experiences an increase in 2019 of 51.28% from 44.44 % in 2018. Increase not attendance they could concluded that occur problem improvement in discipline work employees of PT. Lotte Shopping Indonesia because low motivation employees.

According to Wake (2012) motivation, come from from the word motive (motive), which means encouragement. With thus motivation means something encouraging conditions or becomes, because somebody to do something actions / activities that take place by aware.

In the research of Oktavia, et al (2014); Siswadhi and Sudirman (2018); Putri and Frianto (2019) Motivation work influential positive and significant to performance employees. Meanwhile according to study Kumarawati, et al (2017) Motivation work influential positive no significant to performance employees.

II. Research Method

Population used _ in study this is PT. Lotte Shopping Indonesia, totaling 138 people. retrieval technique sample use census (Sugiyono, 2012), so that sample used _ in study this is as many as 138 employees of PT. Lotte Shopping Indonesia. Type of data in study this are qualitative data and quantitative data. The types of data used in the research this are primary data and secondary data.

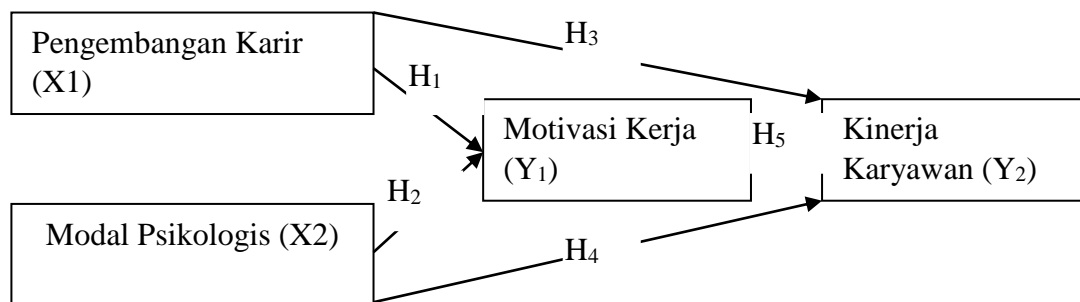


Figure 1. Research Model

III. Result and Discussion

3.1 Test Instrument Study

a. Validity Test

Based on validity test results KMO Career Development of each variable research (development career, psychological capital, motivation work and performance employees) more from 0.5, so that adequacy sample fulfilled. Each indicator from variable study own mark more from 0.4, so that could conclude indicators that make up each variable research

(development career, psychological capital, motivation work and performance employee) is valid.

b. Reliability Test

Based on results testing reliability variable development career and psychological capital own Cronbach 's alpha value is 0.952, variable motivation work own Cronbach 's alpha value is 0.959, while variable performance own Cronbach's alpha value is 0.968.

Then get concluded that all variable own cronbach's alpha value more from 0.7, so that all variable could said to be reliable.

3.2 Analysis Linear Regression

Based on results testing multiple linear regression, then could summarized in Table 1 as following:

Table 1. Summary Analysis Multiple Linear Regression

No	Regression Model	Model Test			Analysis Regression		Note:
		Determination Test	F Uji test	Sig		Sig	
I	Regression Model I	0.501	69,719	0.000	□		
	Influence						
	Development career and psychological capital thd Satisfaction						
	$Y_1 = 0.486 X_1 + 0.432 X_2$						
	Development career thd satisfaction				0.500	0.000	H1 accepted
	Psychological capital thd satisfaction				0.283	0.000	H2 accepted
II	Regression Model II	0.600	69.541	0.000			
	Influence						
	Development career , psychological capital and motivation thd performance employee						
	$Y_2 = 0.264 X_1 + 0.210 X_2 + 0.497 Y_1$						
	Development career thd performance						
Psychological capital thd Performance	0.229	0.002	H4 accepted				
Satisfaction thd Performance	0.330	0.000	H5 accepted				

On calculation analysis regression multiple Model, I can enter in equality regression as following:

$$Y_1 = 0.500 X_1 + 0.283 X_2 + e$$

Based on equality the above regression, can perceived that:

- a. Coefficient value development career value of 0.500 means that if variable development career occur increase , then will followed with enhancement motivation PT . Lotte Shopping Indonesia.
- b. Psychological capital coefficient value value 0.283 means that _ if psychological capital variables occur increase , then will followed with enhancement motivation workPT . Lotte Shopping Indonesia.

Based on equality regression double above, showing that variable development career is the most dominant variable in influence motivation work, thing this caused mark coefficient regression development highest career path followed by psychological capital variable.

On calculation analysis regression multiple Model II can entered in equality regression as following:

$$Y_2 = 0.334 X_1 + 0.229 X_2 + 0.330 Y_1$$

Based on equality the above regression, can perceived that:

- a. Coefficient value development career value 0.334 means that _ if variable development career occur increase , then will followed with enhancement performance employees of PT. Lotte Shopping Indonesia is getting increase .
- b. Psychological capital coefficient value value 0.229 means that _ if psychological capital variables occur increase , then will followed with enhancement performance employees of PT. Lotte Shopping Indonesia is getting increase .
- c. Coefficient value motivation work worth 0.330 means that if variable motivation work happens increase , then will followed with enhancement performance employees of PT. Lotte Shopping Indonesia is getting increase .

Based on equality regression double above, showing that variable development career is the most dominant variable in influence performance employees of PT. Lotte Shopping Indonesia, p this caused mark coefficient regression development highest career followed by variable motivation work and psychological capital.

3.3 Hypothesis Test

- a. Influence development career influential positive to motivation work (Hypothesis 1)
In table 1 the results analysis Model I regression shows that development career influential to motivation work with beta value of 0.500 and the value of significant 0.000 less than 5%. This thing could concluded that development career influential positive to motivation work , with Thus H1 is accepted .
- b. Effect of psychological capital influential positive to Motivation work (Hypothesis 2)
In table 1 the results analysis Model I regression shows that psychological capital influential to Motivation work with mark regression of 0.283 and the value of significant 0.000 less than 5%. This thing could concluded that psychological capital influential positive to motivation work , with Thus H2 is accepted .
- c. Influence development career influential positive to performance employees(Hypothesis 3)
In table 1 the results analysis Model II regression shows that development career influential to performance employee with mark regression of 0.334 and the value of significant 0.000 less than 5%. This thing could concluded that development career influential positive to performance employees , with Thus H3 is accepted .

- d. Effect of psychological capital influential positive to performance employees (Hypothesis 4)

In table 1 the results analysis Model II regression shows that psychological capital influential to performance employee with mark regression of 0.229 and the value of significant 0.002 less than 5%. This thing could concluded that psychological capital influential positive to performance employees , with Thus H4 is accepted .

- e. Influence Motivation work influential positive to performance employees (Hypothesis 5)

In table 1 the results analysis Model II regression shows that motivation work influential to performance employee with mark regression of 0.330 and the value of significant 0.000 less than 5%. This thing could concluded that motivation work influential positive to performance employees , with Thus H5 is accepted .

3.4 Discussion

- a. Influence Development career to Motivation work

Research results this accept the hypothesis that states that development career influential positive to motivation work. Development career is something the idea normally that can used company for could look after existing employees in companies that have qualification appropriate self , ability , and experience moment needed by the company (Kaseger , 2013). Development career can also affect the motivation of a person _ employees . As existence opportunity for to do development career with increase position , then Thing this will give the motivation you have employees. According to Oktavia et al., (2014), the use of implementation development career for employee with gave him something encouragement for employee moment finish not quite enough he answered . Motivation that is something desire early can push people or his desire to exert whole ability possessed for one goals , as well as motivation can also be seen as something change energy in self somebody with creation feeling and being something desire for could reach something its goals (Mahardhika , et al., 2012).

Study this in line with those who have done by Putri and Frianto (2019) proves that development career influential positive significant to motivation work .

- b. Effect of Psychological Capital to Motivation work

Research results this accept the hypothesis that states that psychological capital influential positive to motivation work . The more good psychological capital , then will Upgrade motivation work . Psychological Capital interpreted as state psychology positive individual characterized by _ with (1) trust self (self-efficacy) (2) create positive attribution (optimism) (3) hope in the future come (hope) (4) power stand face challenge (resiliency) The four psychological capital that believed capable contribute positive in self somebody so that he could perform optimally. Employee could produce profession by maximum and can support organization in reach his success .

Existence employee be one _ points important in the way something organization bureaucracy . Various profession operational nor managerial will feel more light with existence endorsement from the employees . because _ that a organization need know how much big desire employee for work . Psychological capital has positive relationship _ with ethics employees , behavior employees and performance employees . So that psychological capital can push anxiety and stress employees , improve motivation as well as work done _ will successful (in Avey, et al 2011).

- c. Influence Development career on Employee Performance

Research results this accept the hypothesis that states that development career influential positive to performance employee. According to Komang (2012:1), the development of career is enhancement personal done somebody for reach something plan career and advancement by the personnel department for reach something plan work in accordance with track or level organization . So no matter how good something plan career that has created by a worker accompanied by a objective reasonable and realistic career plan the no will Becomes reality without existence connection development systematic and programmatic career by the company through department his personality.

According to Rivai and Sagala (2013) one of the influencing factors performance employee is development good career , development career is individual effort in Upgrade performance achieved individual in skeleton reach career , formally and continuously with focused on upgrading and adding ability a workers . So development career no just means promotion to position or more positions high , but is encouragement or motivation for proceed in work environment something organization . If career a walk with good it means experience enhancement will bring influence on performance employee . Study this in line with that done by Oktavia, et al (2014); Siswadi and Sudirman (2018) which concludes that Development career influential positive significant to performance employee .

d. Effect of Psychological Capital on Employee Performance

Research results this accept the hypothesis that states that psychological capital influential positive to performance employee . The more good psychological capital , then will Upgrade performance employee . Psychological capital interpreted as state psychology positive individual characterized by _ with trust self (self-efficacy) , creating positive attribution (optimism), hope in the future come (hope) and power stand face challenge (resilience). The four psychological capital that believed capable contribute positive in self somebody so that he could perform optimally. Employee could produce profession by maximum and can support organization in reach his success . Existence employee be one _ points important in the way something organization bureaucracy . Various operational work nor managerial will feel more light with existence endorsement from the employees . because _ that a organization need know how much big desire employee for work . Study this in line with what was done by Silen (2016) who concluded that psychological capital influential positive significant to performance employee .

e. Influence Motivation work on Employee Performance

Research results this accept the hypothesis that states that motivation work influential positive to performance employee . The more good motivation work, then will Upgrade performance employee. Motivation work is one influencing aspects performance employees. According to Hasibuan (2007:95) motivation is gift power the driving force that creates excitement work someone , so that they want to work same work effective and integrated with all power the effort for create satisfaction . down motivation employee in work could caused because lack of attention company to employees , because that company alone should make a good “reward” system for outstanding employees so that performance employee can increase .

Yuniarsih and Suwatno (2011: 166) suggest that essence influence (influence) in draft leadership not solely shaped instructions but more is motivation or triggers that can give inspiration to subordinates , so initiative and creativity they develop optimally for Upgrade its performance . other than that based on study McClelland , Edward Murray, Miller and Gordon W (in Anwar Prabu Mangkunegara , 2014: 76) conclude

that there is positive relationship Among motivation achievers with achievement performance . It means leaders , managers , employees who have motivation achievers tall will reach performance high , and vice versa those whose performance low caused because motivation work low . Study this in line with that done by Oktavia, et al (2014); Siswadhi and Sudirman (2018); Putri and Frianto (2019) which states that motivation work influential positive and significant to performance employees .

IV. Conclusion

Research results this show that:

1. Development career influential positive to motivation work. The taller development career employees, then will Upgrade motivation work employees of PT. Lotte Shopping Indonesia.
2. Psychological capital influential positive to motivation work. The better psychological capital, then will Upgrade motivation work employees of PT. Lotte Shopping Indonesia.
3. Development career influential positive to performance employees. More tall development career employees, then will improve the performance employees of PT. Lotte Shopping Indonesia
4. Psychological capital influential positive to performance employees. The better psychological capital, then will Upgrade performance employees of PT. Lotte Shopping Indonesia.
5. Motivation works influential positive to performance employees. The taller motivation work employees, then will improve the performance employees of PT. Lotte Shopping Indonesia.
6. Motivation works capable mediate influence development career to performance employees of PT. Lotte Shopping Indonesia.
7. Motivation works capable mediate the influence of psychological capital to performance employees of PT. Lotte Shopping Indonesia.
8. Development career through motivation work more effective in influence performance employee than psychological capital.

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