
THE EFFECT OF MOTIVATION, CAREER DEVELOPMENT, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. BANK SULUTGO IN TAGULANDANG

*PENGARUH MOTIVASI, PENGEMBANGAN KARIR DAN DISIPLIN KERJA
TERHADAP KINERJA KARYAWAN PADA PT. BANK SULUTGO TAGULANDANG*

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ABSTRACT

Employee performance is a very important aspect to be noticed by the company, because of the employee's performance will affect the quality and quantity in the face of competition. To produce a quality performance of employees at the PT. Bank Sulutgo Tagulandang then that should be accompanied by motivation, career, and work discipline of employees in the PT. Bank Sulutgo Tagulandang. In achieving this it is indispensable a good relationship between the leadership of the PT. Bank Sulutgo Tagulandang with employees so that every employee has the urge to do a job that has been given. PT. Bank Sulutgo Tagulandang are expected to develop and encourage the motivation of the employees who work in order to do a job that produces a good employee performance achievement. The purpose of this research is to analyze and determine the effect of motivation, career development, and work discipline on employee performance "(Case Study at PT. Bank Sulutgo in Tagulandang). The result of this research Based on the results of research in the field Bank Sulutgo Tagulandang employee performance is influenced by motivation, career, and work discipline.

Keywords: Motivation, Carrer Development, Work Discipline, Employee Performance

ABSTRAK

Kinerja karyawan adalah aspek yang sangat penting untuk diperhatikan oleh perusahaan, karena kinerja karyawan akan mempengaruhi kualitas dan kuantitas dalam menghadapi persaingan. Untuk menghasilkan kualitas kinerja karyawan pada PT. Bank Sulutgo Tagulandang maka yang harus disertai dengan motivasi, jenjang karir, dan disiplin kerja karyawan di PT. Bank Sulu go di Tagulandang. Dalam mencapai ini sangat diperlukan hubungan yang baik antara pimpinan PT. Bank Sulutgo Tagulandang dengan karyawan sehingga setiap karyawan memiliki dorongan untuk melakukan pekerjaan yang telah diberikan. PT. Bank Sulutgo Tagulandang diharapkan untuk mengembangkan dan mendorong motivasi karyawan yang bekerja untuk melakukan pekerjaan yang menghasilkan prestasi kinerja karyawan yang baik. PT. Bank Sulutgo Tagulandang terus berupaya mengembangkan dan mendorong motivasi pekerja yang bekerja sesuai dengan prosedur kerja yang dapat menghasilkan kinerja karyawan yang baik. Tujuan dari penelitian ini adalah untuk menganalisis dan mengetahui pengaruh motivasi, jenjang karir, dan disiplin kerja terhadap kinerja karyawan "(Studi Kasus di PT. Bank Sulutgo di Tagulandang). Hasil penelitian ini Berdasarkan dari hasil penelitian di Bank Sulut go Tagulandang bahwa kinerja karyawan dipengaruhi oleh motivasi, karir, dan disiplin kerja.

Kata kunci: Motivasi, Pengembangan Karir, Disiplin Kerja, Kinerja Karyawan

1. INTRODUCTION

Research Background

Along with the rapid development of the world with the advancement of science and technology, bringing the public into the information age and computerized. Human Resources one of the key factors in the economic reforms, namely how to create quality human resources and skills as well as highly competitive in the global competition. The fact is, that the employee is a very important as set of an organization to achieve the goals that have been set. In a sense, qualified employees who are not, in the performance of its duties can result in a failure to achieve the expected goals and objectives.

Organization is a collaboration system that consists of a set of people who are organized into groups, the organization is a container that can be used as a tool to achieve the common goal of a collection of individuals with a wide range of behaviors. Organization can easily change their material, needs, goods and services to other organization, or to other countries. But the only one resource which is not easily exchangeable is human resources. So we can say that human resources is the very important or most competitive assets of any organization that cannot be exchangeable. Human resources or human assets mean the workers or the employee of any organization.

Research Objectives

It is the goals of researchers to be achieved in this study are as follows:

1. To analyze the motivation effect the employee performance Bank Sulutgo in Tagulandang.
2. To analyze the career development effect the employee performance Bank Sulutgo in Tagulandang.
3. To analyze the work discipline effect employee performance Bank Sulutgo in Tagulandang.

Theoretical Review

Human Resources Management

Human Resources Management or HRM is a part of management focused in learning the relationship and the role of people in company. It involves all management decisions and practices that directly affect or influence the people, or human resources who work for the organization. Human resources can also define as the strategic and operational management of activities to enhance the performance of the human resources in organization (Dimitriades, 2001).

Motivation

Motivation is the most important matter for every organization public or a private sector. For the success of any organization motivation play an important role. All organization encounters the matter of motivation whether they are in the public or private sector (Chintallo & Mahadeo, 2013).

Career Development

According to Tan (2008) term career by experts is defined as a process of development of an individual in through work experience and different positions in one or several organizations. In fulfilling their physiological needs in this respect the need for development and self-actualization, employees also have the desire to increase the potential and develop their skills within the organization (Liu 2004:19). Related to Liu (2004), companies can facilitate the formation of support organizations by providing development opportunities to meet the needs of personal development of employees.

Work Discipline

Discipline is systematic instruction given to disciples to train them as students in a craft or trade, or any other activity which they are supposed to perform, or to follow a particular code of conduct or "order". Often, the phrase "to discipline" carries a negative connotation. According Rivai (2004), there are (4) perspective concerning the list of work discipline, namely:

1. Discipline retributive
2. Corrective discipline
3. Individual rights perspective
4. Perspective ultitarian

In fact, not only there are employees who are not disciplined. But also the same thing happens to manjer. One thing to note also is a form of discipline, especially the character of corporal punishment. This does not automatically affect the increase in productivity. It could be that someone has high discipline, but productivity is relatively high because it does not have sufficient intelligence, so discipline is placed in meeting the company's work rules alone.

Employee Performance

Hasibuan, (2007) stated performance embodies the work done by the employee which is usually used as the basis for an assessment of the employee or the organization. Simamora (2004), stated performance refers to the level of achievement of the tasks that make up an employee's job. Performance reflects how well the employee meets the requirements of a job. Rivai (2008), stating the performance of a real behavior shown by everyone as the resulting performance by employees in accordance with its role within the company. Employee performance is a very important point in the company's efforts to achieve its objectives.

2. RESEARCH METHOD

Type of Research

The researcher used qualitative analysis interview method to explore the effect of motivation, career development, and work discipline on employee performance. According to Denzin and Lincoln (1998), qualitative research involves the collection of several of empirical materials – case study, personal experience, introspective, life story, interview, observational, historical, interactional, and visual text – that describe routine and problematic moments and meanings in individual's live. The type of this research is exploratory, which is according to Sekaran and Bougie (2010) that is a study undertaken in a situation where there is no information available from similar problems or previous researches that have been solved in the past. Exploratory studies are used in this research to understand and explore what extent how to analyze the

motivation, career development, and work discipline effect the employee performance at PT. Bank Sulutgo in Tagulandang. Further the researcher used Descriptive-Study case to present the result and discussion in this research. Qualitative descriptive studies are the least “theoretical” of all the qualitative approaches to research.

Place and Time of Research

The present research will be conducted in PT. Bank Sulutgo in Tagulandang. This research was conducted from May to Juny 2015.

Population and Participant

The population is this research are the all employees of PT. Bank Sulutgo in Tagulandang at Buhias Jl. Pasar 66 kecamatan Tagulandang, Kab. Kepulauan Siau Tagulandang Biaro (SITARO) which total to 11 employee.

Data Collection Method

This research will use in-Depth Interview as the data collection method to get the data from the participants. In-depth interviews are interviews in which participants are encouraged and prompted to talk in-depth about the topic under investigation without there searcher’s use of predetermined, focused, short-answerquestions (Given, 2008).

Data Analysis Method

This research uses a description analysis tool to analyze the motivation, career development, and work discipline effect the employee performance in PT. Bank Sulut go in Tagulandang. To conduct this research, research will ask the basic quetions based on the indicators and then the interview or conversation will go as far as it can go. More of the informations is better. Through the conversation, there must be something to be considered as holes that affect the company’s well-being. Validity and Realibility in qualitative research is important to prove that all the result that explain and discuss in this research true. Whenever an interview conducted as past data collection process, the validity and reliability test is important, Vini (2014).

According to Given (2008) stated: “In the field of research, validity refers broadly to the “godness” or “soundness” of a study. Validity is often broadly described as being dependent on the degree to which a study actually measures what it purports to measure – wheter “the truth” is accurately identified and described. Realibility, in the field of research, is broadly described as the dependability, consistency, and/or repeatability of a project’s data collection, interpretation, and/or analysis. In this research, the data will be organized through interviews. After that, the data will be transcript to writen data.

3. RESULT AND DISCUSSION

Result

1. Every employee in performing the required duties and responsibilities have to have confidence. With the confidence that the willingness or intention to complete a given job will exist within an employee of PT. Bank Sulutgo in Tagulandang. Responsibility given to me or the work was given to me as the employees of the PT. Bank Sulut go in Tagulandang is a form of trust given by the head of PT. Bank Sulutgo in Tagulandang,

this is what makes me have confidence in doing or carrying out duties and responsibilities given.

2. Motivation is something that drives someone to conduct a something. In achieving good work in a company, the motivation is needed. With work motivation, the matters relating to the work given to me I will do because I am aware that an employee who works in a company for PT. Bank Sulutgo in Tagulandang should have a good motivation to work in order to achieve good results in performing its duties and responsibilities as employees of PT. Bank Sulutgo Tagulandang.
3. Every employee who works in a company must have the same hope to get a good career. It is also as I expected as employees of PT. Bank Sulutgo in Tagulandang. With the career ladder so my motivation to work in carrying out the task of greater responsibility. Besides, with the career path that was given to us as employees of PT. Bank Sulut go in Tagulandang will affect the work discipline of employees in PT. Bank Sulutgo in Tagulandang.
4. Discipline employee PT. Bank Sulutgo in Tagulandang can be seen in the behavior of employees every day, including in terms of timeliness employees to come in the PT. Bank Sulutgo in Tagulandang. In addition to the timeliness of PT. Bank Sulutgo in Tagulandang employee performance quality is also an indicator that is used by PT. Bank Sulutgo in Tagulandang in assessing the quality of employees working in the Bank Sulutgo in Tagulandang. Discipline employee PT. Bank Sulutgo in Tagulandang measure of the quality of work of employees of PT. Bank Sulutgo in Tagulandang doing the job.

Discussion

Based on the results of field studies showed variable Motivation, Career, Work and discipline have an influence on the performance of employees at the PT. Bank Sulutgo Tagulandang. These results indicate that the variable motivation, career, and work discipline can be used as a model for predicting the performance of employees especially those working at the PT. Bank Sulutgo Tagulandang.

To enhance the good performance of the employees of the PT. Bank Sulutgo Tagulandang then the further increase motivation, career, and work discipline of the employees to the achievement of the objectives set by the PT. Bank Sulutgo Tagulandang can be achieved.

4. CONCLUSION AND RECOMMENDATION

Conclusion

This research has found out several conclusions its Motivation, Career and Work Discipline has an influence on the performance of employees at PT. Bank Sulutgo Tagulandang. Career has an influence on employee performance. With the career path then the employees get the opportunity to improve career in PT. Bank Sulutgo Tagulandang and discipline of work has an influence on the performance of employees at the PT. Bank Sulutgo Tagulandang and work discipline is very dominant variable to improving the quality of employees in the PT. Bank Sulutgo Tagulandang.

Recommendation

Management of PT. Bank Sulutgo in Tagulandang should more variables that affect the overall performance of employees, because employee performance is very important so as to achieve the objectives established by the PT. Bank Sulutgo in Tagulandang, in order to internal its quality, PT Bank Sulutgo in Tagulandang must continue to improve the employee performance.

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