



The Influence Of Career Development, Training, And Communication On Employee Performance At The Nusantara Sakti (NSS) Dealer In Bengkulu City

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ABSTRACT

The purpose of this research is to find out the influence of Career Development, Training and Communication on Employee Performance at the Nusantara Sakti (NSS) Dealer in Bengkulu City. The population in this study were all employees of the Bengkulu City Dealer Nusantara Sakti (NSS), totaling 36 people and sampling using the saturated sampling method.

In this study the researcher used data collection methods by means of observation, interviews and distributing questionnaires. The data analyzed using the instrument tests, classical assumption tests, analysis of respondents' responses, multiple linear regression analysis, hypothesis testing and analysis of the coefficient of determination. The results showed that career development had a positive and significant effect on the employee performance, then training had a positive and significant effect on the employee performance and communication had a negative and insignificant effect on the employee performance due to a lack of communication between superiors and subordinates as well as fellow co-workers. So, from the results of the research, it can be concluded that career development, training and communication have a simultaneous effect on employee performance at Nusantara Sakti (NSS) Dealer of Bengkulu City. While partially the communication variable has no effect on employee performance at Nusantara Sakti (NSS) Dealer of Bengkulu City.

INTRODUCTION

The economic conditions of a country will change people's mindset. Likewise what happens in Indonesia, people determine for themselves the goods and

services they want according to their economic capabilities so that entrepreneurs are now oriented towards the consumer market, it means market conditions are in the hands of consumers. Consumers are free to use their money and they are free to compare existing products and services along with factors related to these products and services.

Consumers and customers are the main partners for marketers. Customers are different from consumers, someone can be said to be a customer if that person starts to get used to buying products or services offered by a business entity. Customer satisfaction is the most important thing in various business activities. By satisfying the desires and needs of customers, this has a positive impact on the company. If a consumer is satisfied with a product or service, of course the consumer will consume or use the product or service continuously. In this way, the company's products or services are declared to be selling well in the market and the company gets the desired profit and is able to survive from competitors. Price is an important part and cannot be separated from the marketing mix. Therefore, every time you develop a pricing strategy, a company must pay attention to overall company policy as well as product, distribution and sales promotion strategies.

Based on the results of observations, there were several problems at Bunga Laundry in Surabaya Subdistrict, Bengkulu City, namely the author obtained information through interviews with several consumers on March 24 2022, Thursday at 09.30 WIB. The results of the interview obtained from Mrs. Fitri, a laundry flower consumer, stated that customers were not satisfied with the services provided by laundry flowers, such as people still losing clothes, providing less fragrant perfume and also not being neat in ironing clothes. Consumer satisfaction is something that business actors must prioritize, such as providing affordable prices and also providing good service.

According to (Atmawati, et al. 2004). Customer satisfaction is one of the important goals for business activities. Satisfaction is also seen as one of the best indicators for achieving future profits. The fact that attracting new consumers is more expensive than retaining existing consumers has also triggered increased efforts to maintain customer satisfaction. Satisfaction is one of indicator that influence the loyalty. The higher level of satisfaction, so the higher loyalty will be.

There are other factors that influence customer satisfaction, such as the experience of using laundry services. According to Mr. Ahmad, he explained that the pricing policy given by Bunga Laundry was somewhat inaccurate, this was due to the discrepancy in the price set by Bunga Laundry which was not in accordance with the wishes of consumers, just like in other laundry places, the pricing given by Bunga Laundry was not in accordance with the quality offered given to customers.

According to (Tjiptono, 2015) pricing is one of the most important components of marketing. Price is the only element of the marketing mix that brings income or revenue to the company, while the three elements (product, distribution and promotion) cause costs (expenses). Setting prices correctly is an important factor in determining a company's success in the short and long term. In the price setting process, companies should base on many considerations.

According to Mrs. Diah, the quality of the service provided is still not good, such as Bunga laundry employees who are not friendly to customers when there are customers who want to use Bunga laundry services and the processing time is still too long, there are also negligence made by Bunga laundry such as Customers' clothes are often exchanged with those of other customers.

According to (Tjiptono, 2012) service quality is the expected level of excellence and control over this level of excellence to fulfill consumer desires. Good service is the ability of the service received by the company to provide services that can provide satisfaction to consumers with established standards.

LITERATURE REVIEW

Employee performance

Performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and contribution to the economy, as well as the results of employee achievements or achievements obtained by an organizational activity in order to help prepare and manage, whether in the form of goods or services from one part to another to achieve the goals and objectives that have been set and agreed together within a period of time. Sahpitri (2019).

Factors that influence employee performance consist of:

Abadiyah and Purwanto (2016) there are two factors that influence performance achievement, namely:

1. Abilities and motivation factors, which can be formulated as follows:

Human performance = Ability + motivation

Motivation = attitude + situation

Ability = Knowledge + skills

2. Motivational factors (motivation)

Employee Performance Goals

The objectives of performance assessment according to Priyono (2010) are as follows:

1. To measure performance fairly and objectively based on job requirements.
2. To improve performance by identifying more specific development goals.

3. To develop career goals so that employees can adapt to the demands of company dynamics.

Employee Performance Indicators

Indicators for measuring employees according to Sutedjo and Mangkunegara (2013) are:

1. Quantity
is the amount of output produced by employees in making goods for consumption by consumers.
2. Quality
Quality is the specifications of goods, for example raw materials, design and benefits of goods produced by employees compared to quality standards determined by the company.
3. Punctuality
Punctuality is the extent to which employees carry out their duties to meet the time targets set by the company.
4. Creativity
Creativity is an employee's ability to develop ideas to facilitate carrying out their duties and overcome problems that arise.
5. Collaboration
Collaboration is the behavior of employees in dealing with leaders and co-workers in carrying out their duties, both routine and project.

Understanding Career Development

It is necessary to develop an employee's career because an employee working in a company not only wants to get what he has every day, but also expects change, progress and opportunities to be given to him to advance a higher and better level. Alvian(2018). Meanwhile, according to Andriani(2022) career development is a series (sequence) of positions or positions that a person occupies during a certain period of life. This understanding places the position of a worker within an organization/company, as part of a series of his positions which he occupied during his life. It can be concluded that career development is the result of increasing an employee's work ability with the aim of realizing his career planning with organizational conditions.

Career Development Goals

According to Angga (2018) stated several career development goals as follows:

1. Helps in achieving individual and company goals for a successful employee with good work performance to occupy a higher position, this means that company goals and individual goals can be achieved.

2. Shows the relationship between employee welfare. Companies can plan employee careers with the aim of improving welfare so that employee loyalty is higher.
3. Helping employees realize their potential abilities. Career development can help make employees aware of their ability to occupy a position in accordance with their potential and expertise.
4. Strengthen the relationship between employees and companies. Career development can strengthen employee relationships and attitudes towards their companies.
5. Proving that social responsibility in career development is a way that can create employees who are mentally healthier.

Benefits of Career Development

The benefits of career development according to Rivai (2015) are:

1. Career development provides clues as to who among workers is worthy of promotion.
2. Greater attention from the personnel department to career development fosters loyalty among employees, within every human being there is still a reservoir of abilities that need to be developed in order to change their nature from potential to real strength.
3. Career planning encourages workers to grow and develop, not only mentally intellectual, but also professionally.
4. Career planning can prevent the accumulation of energy that is hindered by career development.
5. Career development will however provide benefits for employees and the organization itself based on the development goals that have been set.

Career Development Indicators

According to Akmal (2019) career development indicators are:

1. Performance
It is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties.
2. Work motivation
Work motivation is a stimulus or stimulus for each employee to work in carrying out their duties.
3. Commitment
Commitment is a person's strong acceptance of a goal as well as organizational values and individual efforts. Because of this commitment, they strive to work and have a strong desire to survive in the organization.
4. Job satisfaction
Job satisfaction is an emotional attitude that pleases and loves one's job.
5. Discipline

Discipline is a condition where a person obeys and implements the provisions, rules, regulations, values and rules that apply with self-awareness without any coercion.

6. Compensation

Rewards given by the company to employees for the performance they have carried out.

7. Loyalty

Work loyalty is the willingness of employees with all their abilities, skills, thoughts and time to participate in achieving company goals and keep company secrets and not take actions that are detrimental to the company.

8. Education and training

Employee education and training is a job requirement to improve mastery of various skills, expertise and knowledge based on actual detailed and routine work activities in order to be able to carry out and complete the work assigned to them.

9. Leadership

Leadership is about how to influence other people, subordinates or followers to achieve the goals the leader desires.

10. Work effort

Occupational Health and Safety (K3) is our effort to create a healthy and safe work environment, so as to reduce the probability of work accidents/illnesses due to negligence which results in demotivation and deficiencies in work productivity.

11. Work enthusiasm.

Work enthusiasm is a person's desire and sincerity to do their work well and with discipline to achieve maximum work performance.

Definition of Training

The development of an agency organization cannot be separated from the development of human resources or workforce which focuses on the quality and skills of the agency which improves the performance of employees who must have a commitment to developing training programs. Based on the opinion of Syariuddin and Tui (2020), it can be stated that training is a short-term educational process that uses systematic and organized procedures where non-managerial employees learn technical knowledge and skills for limited purposes. Meanwhile, according to Puranti (2020), efforts are made to improve the quality of human resources in the world of work. Employees, both new and already working, need to undergo training because job demands can change due to changes in the work environment, strategy, and so on.

Training Objectives

According to Santoso (2010) the training objectives are:

1. So that training participants, whether groups or organizations or individuals, can master the knowledge, skills and behavior trained in the training program so that they can be applied for short or long periods of time.
2. The training objective can also be a statement about the knowledge, skills and attitudes/behavior that the training participants are expected to achieve or master when the training has been completed.

Prayogi and Nursidin (2018) state that "Training is a process that includes a series of actions (efforts) carried out deliberately in the form of providing assistance to workers provided by professional training staff within a certain amount of time which aims to improve the participants' work abilities in certain fields of work in order to increase effectiveness and productivity in an organization".

Service quality criteria

The benefits of training can be seen below according to Veithzal Rivai (2006) stating that the benefits of job training include:

1. Help employees make more effective decisions and solve problems.
2. Through training and development, identifying variables, achievement, growth, responsibility and progress can be internalized and implemented.
3. Helps encourage and achieve self-development and self-confidence.
4. Help employees overcome stress, pressure, frustration and self-confidence.
5. Provide information about increasing leadership knowledge, communication skills and attitudes.
6. Increase job satisfaction and recognition

Types of Training

According to Tampubolon and Tobing (2018) there are several types of training, namely as follows:

1. Induction Training
Induction training aims to introduce the company to newly appointed employees. This is a short and informative training given after joining the organization. The goal is to provide information to employees.
2. Job Training
Job training is related to specific work, the aim is to provide appropriate information and instructions to employees so as to enable them to carry out their duties systematically, precisely, efficiently and ultimately with confidence.
3. Training For Promotion
Training for promotion is training given after promotion but before joining a higher position. The aim is to give employees the opportunity to adapt to work tasks at a higher level.
4. Refresher Training
Refresher training is a renewal of professional skills, information and experience of someone who occupies an important executive position.

5. Training For Managerial Development

Training for managerial development is provided to managers to increase their efficiency thereby, enabling them to accept higher positions.

Training Indicator

According to Safitri (2013) training indicators are:

1. Knowledge Development

It is an effort to improve technical, theoretical, conceptual and moral abilities according to needs through educational training.

2. Skills

It is the ability to do something well, quickly and precisely.

3. Ability

Is information that someone knows or is aware of

4. Competence

It is the required ability needed to do or to carry out or carry out work that is based on knowledge, skills and work attitudes.

5. Behavior

It is a set of actions or actions a person takes in responding to something and then making it into a habit because of the values they believe in.

Definition of Communication

Communication according to Hapsari (2012) Communication is the transfer and understanding of meaning. If information or ideas have not been conveyed, it means communication has not been carried out. A speaker who is not heard or a writer whose material is not read means they have not communicated. More importantly, however, communication involves understanding meaning. For communication to be successful, meaning must be conveyed and understood. According to Nurhadi (2017) communication is the process of conveying a message by someone to another person to inform or change attitudes, opinions and behavior, either directly (face-to-face communication) or indirectly (face-to-face communication). communication via media).

Forms of Communication

Basically, there are two basic forms of communication that are commonly used in the business world, namely verbal and nonverbal communication according to Ramadanty (2006), namely:

1. Verbal Communication

Verbal communication is a form of communication that is commonly used to convey business messages to other parties through writing or verbally. This form of communication has a regular and well-organized structure, effective business communication is very dependent on a person's skills in sending or receiving messages. In general, to convey business messages, someone can

use writing and verbally. Meanwhile, to receive business messages, someone can use hearing and reading.

2. Nonverbal Communication

Humans use words, humans have used body movements, body language as a means of communication with other people. In an agency whose aim is to improve the welfare of its members in particular and society in general, communication is really needed to convince consumers so that consumers feel comfortable and decide to buy the necessities or products they need at that place.

Communication Indicators

According to Irawan (2005) there are several indicators of effective communication, namely:

1. Understanding

The ability to understand messages carefully as intended by the communicator. The goal of communication is to achieve mutual understanding, and to achieve that goal, a communicator and communicant must both understand each other's functions. The communicator is able to convey the message while the communicant is able to receive the message conveyed by the communicator.

2. Fun

If the communication process is not only successful in conveying information, it can also take place in a pleasant atmosphere for both parties. A more relaxed and pleasant atmosphere will be easier to interact with compared to a tense atmosphere because communication is flexible. With that kind of atmosphere, so an interesting impression will arise.

3. Influence on attitudes

The purpose of communication is to influence attitudes. If communicating with other people, there is a change in their behavior, then the communication that occurs is effective, and if there is no change in a person's attitude, then the communication is not effective.

4. Improved relationships

The process of effective communication inadvertently increases the level of interpersonal relationships. Often, if people have the same perception, similar characters are compatible, the relationship will naturally go well.

5. Action

Communication will be effective if both parties take action after communicating

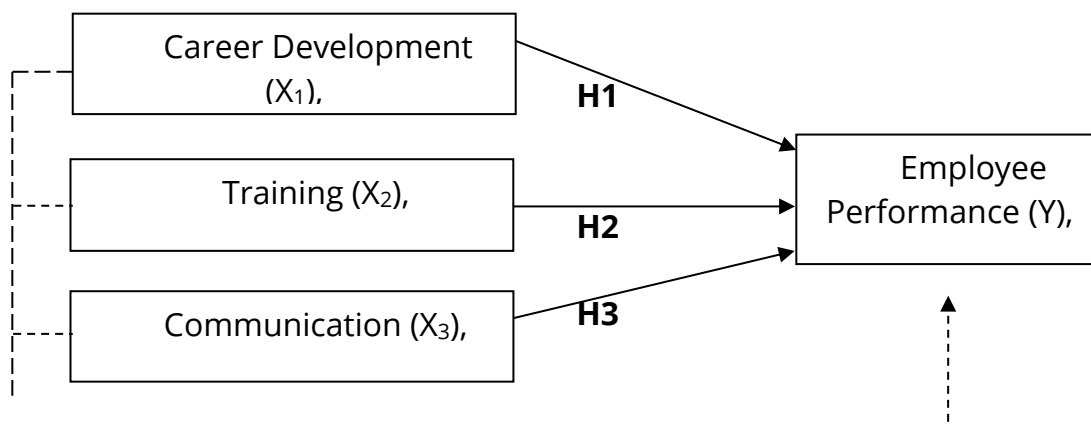
To compile a proper literature review, one has to overcome three specific challenges, namely: finding appropriate literature on a specific topic, managing

the information, and presenting a logical, synthesized, and reader-friendly review of the current knowledge relating to a specific topic.

METHODS

The method used was collecting basic data and information using a questionnaire at the Nusantara Sakti Dealer (NSS) in Bengkulu City and this research was conducted from January 15 to February 15 2023. This type of research is a quantitative descriptive research type, because this research describes the current situation systematically and factually with the aim of explaining and solving the problem being studied. This population and sample are object materials for starting research and as sources for obtaining and searching for research data. The population and sample have been determined. Data collection techniques use observation, documentation, questionnaires.

Theoretical Framework



Source: Mulyadi (2018), John (2009), Nurhadi (2017), Sahpitri (2019)

Information:

- X : Career Development
- X₂ : Training
- X₃ : Communication
- Y : Employee Performance

Partially (one-by-one) : Shows the influence of variable X₁ on variable Y, the influence of variable X₂ on variable Y.

Simultaneously (both) : variable Y

RESULTS

Response Characteristics Based on Gender

Characteristics of Respondents Based on Gender

Respondent Gender Percentage (%)

Gender	Respondents	Percentage (%)
MALE	23	63%
FEMALE	13	36%
Amount	36	100%

Source: Research results and processed data, 2023

Based on the data above, it shows that the number of employees at the Nusantara Sakti Dealer in Bengkulu City is 63% male or 23 respondents and female is 36% or 13 respondents. Thus, the majority of employees at the Nusantara Sakti Dealer in Bengkulu City are 23 respondents with a percentage of 63%. This is because men are more needed to go directly into the field.

Response Characteristics Based on Age

Characteristics of respondents based on age

Age	Respondents	Percentage (%)
18-25 years	4	11%
25-30 years	13	36%
30-35 years	11	31%
>35 years	8	22%
amount	36	100%

Source: Research results and processed data, 2023

Based on the data above, it shows that the number of Nusantara Sakti Dealer employees in Bengkulu City is 4 respondents or 11% aged 18-25 years, aged 25-30 years there are 13 respondents or 36%, aged 30-35 years there are 11 respondents or 31% and age >35 years amounted to 8 respondents or 22%. These results show that the largest number of employees at the Nusantara Sakti Dealer in Bengkulu City are aged 25-30 years, with 13 respondents with a percentage of 36%.

Instrument Test**1. Validity Test**

Variabel	Item	Total Pearson Correlation	r-Tabel	Information
Career Development (X1)	1	0,733**	0,329	Valid
	2	0,695**	0,329	Valid
	3	0,724**	0,329	Valid
	4	0,631**	0,329	Valid
	5	0,791**	0,329	Valid
Training (X2)	1	0,604**	0,329	Valid
	2	0,709**	0,329	Valid
	3	0,472**	0,329	Valid
	4	0,635**	0,329	Valid
	5	0,614**	0,329	Valid
	6	0,615**	0,329	Valid
Communication (X3)	1	0,644**	0,329	Valid
	2	0,719**	0,329	Valid
	3	0,639**	0,329	Valid
Employee Performance (Y)	1	0,577**	0,329	Valid
	2	0,526**	0,329	Valid
	3	0,693**	0,329	Valid
	4	0,615**	0,329	Valid
	5	0,588**	0,329	Valid
	6	0,473**	0,329	Valid

Based on the table above, it can be concluded that the item instruments used to measure the variables in this study have coefficients greater than the r table, namely 0.329, so that all of the item instruments are declared valid.

2. Reliability Test

No.	Variable	Alpha Cronbach's	Alpha	Information
1	Career Development (X1)	0,770	0,6	Reliabel
2	Training (X2)	0,693	0,6	Reliabel
3	Communication (X3)	0,060	0,6	Reliabel
4	Employee Performance (Y)	0,693	0,6	Reliabel

From the table above, it can be seen that all variables have a Cronbach's Alpha value greater than 0.60. So it can be concluded that the research instrument (questionnaire) has consistency (reliability) so this instrument is suitable for use.

3. Analysis of Responses Based on Research Variables Respondents' Responses Based on Employee Performance Variables (Y)

No	Statements	Answer alternative					N	Score	Average
		SS	S	N	TS	STS			
Quantity									
1	My quantity of work is accordance with determined by the company	9	19	8	0	0	36	145	4,02
Quality									
2	My quality of the work has met the standards set by the company.	18	15	3	0	0	36	141	3,91
Punctuality									
3	Doing work according to the time set by the company.	8	18	9	1	0	36	142	3,94
Creativity									
4	Be able to develop creative ideas for the company.	9	14	12	1	0	36	145	4,02
Collaboration									
5	Work together to solve problems in the company	9	18	7	2	0	36	141	3,91
6	Doing work collaboratively can speed up work	10	16	10	0	0	36	139	3,86
Average								4,03	

Based on the table above, it can be seen that the average respondent's answer to the Based on the table above, it can be seen that the average respondent's answer to the employee performance variable (Y) is 4.03. This value shows good assessment criteria, this is because the number is located at 4.21-5.00. The

highest average score is shown in the first statement, namely, The quantity of work I do is in accordance with what is determined by the company and the fourth statement, namely, Able to develop creative ideas for the company with a score of 4.02. The lowest score is in the sixth statement, namely Doing work collaboratively can speed up work with a score of 4.03. This shows that the average respondent's assessment statement regarding employee performance variables is in the good category.

Respondents' Responses Based on Career Development Variables (X1)

Based on the table above, it can be seen that the average respondent's answer to the career development variable (X1) is 3.93. This value shows good assessment criteria, this is because

No.	Statements	Alternative Answers					N	Total	Average
		SS	S	N	TS	STS			
Career Planning									
1.	I have my own career development plan	7	17	12	0	0	36	139	3,86
2.	I have a great interest in continuing to develop my career at the company	13	11	11	1	0	36	144	4
Career Management									
3.	I have great access to career development opportunities	8	17	10	1	0	36	141	3,91
4.	The company provides complete information and data regarding the requirements for occupying a particular position to each employee.	9	15	12	0	0	36	145	4,02
5.	The company provides education and training for my career management.	12	14	9	1	0	36	139	3,86
Average									3,93

The number located in 3.40-4.19. The highest average score is shown in the fourth statement, namely, the Company provides complete information and data

regarding the requirements for occupying a particular position to each employee with a score of 4.02. The lowest score is in the first statement, namely I have my own career development plan with a score of 3.86. This shows that the average respondent's assessment statement regarding the career development variable is in the good category.

Respondents' Responses Based on Training Variables (X2)

Based on the table above, it can be seen that the average respondent's answer to the training variable (X2) is 3.98. This value shows good assessment criteria, this is because the number is located at 3.40

4.19. The highest average score is shown in statement six, namely, Conduct evaluation after training with a score of 4.05. The lowest score is in statement

No.	Statements	Alternative Answers					N	Score	Average
		SS	S	N	TS	STS			
1.	I am provided with training materials that suit job requirements.	9	18	9	0	0	36	144	3,86
2.	Training uses methods that suit the needs of each employee .	17	14	5	0	0	36	156	4
3.	The instructor can make me improve my ability to complete the work.	7	16	12	1	0	36	137	3,91
4.	The guidelines used are in accordance with what employees need.	8	11	17	0	0	36	135	4,02
5.	The type and kinds of material provided appropriate to the employees to be trained	8	20	7	1	0	36	143	3,86
6.	Conduct evaluation after training .	12	14	10	0	0	36	146	4,05
Average									3,98

one, namely, I am provided with training materials that suit job needs and the fifth statement, namely the type and kinds of material provided appropriate to the employee who will be trained with a score of 3.86. This shows that the average respondent's assessment statement regarding the training variable is in the good category.

Respondents' Responses Based on Communication variables (X3)

No	Statements	Alternative Answers					N	Score	Average
		SS	S	N	TS	STS			
Knowledge									
1.	Able to know and understand the knowledge in their respective fields related to work responsibilities.	16	13	7	0	0	36	153	4,25
Skill									
2.	I have the ability to communicate both verbally and writing.	10	20	6	0	0	36	148	4,11
Attitude									
3.	The current communication is able to create good relationships between fellow employees in the company.	14	18	4	0	0	36	154	4,27
Average									4,21

Based on the table above, it can be seen that the average respondent's answer to the communication variable (X3) is 4.21. This value shows the assessment criteria are very good. This is because the figure is located at 4.21-5.00. The highest average score is shown in the third statement, namely, Current communication is able to create good relationships between fellow employees in the company with a score of 4.27. The lowest score is in the second statement, namely I have the ability to communicate both verbally and writing with a score of 4.11. This shows that the average respondent's assessment statement regarding the communication variable is in the good category.

Normality test

		Unstandardized Residual
N		36
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,18064572
Most Extreme Differences	Absolute	,134
	Positive	,059
	Negative	-,134
Test Statistic		,134
Asymp. Sig. (2-tailed)		,099 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

The table above confirms that the regression model obtained is normally distributed, where in the one sample Kolmogrov-Smirnov statistical test we can see the significant probability of the variables. The probability value is $0.099 > 0.05$, so it can be concluded that the data in this study is normally distributed.

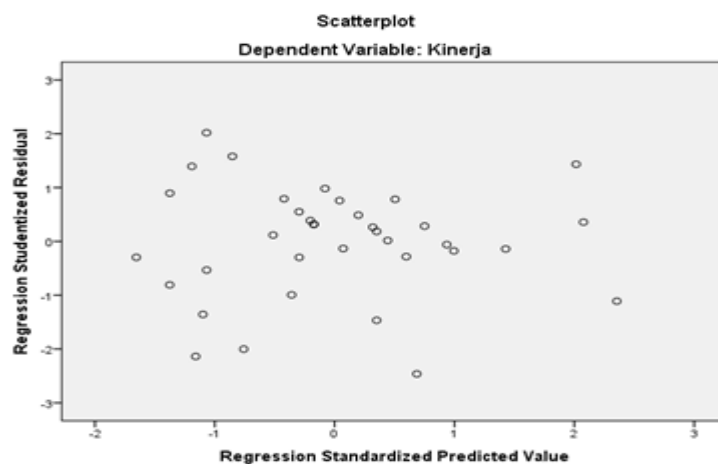
Multicollinearity Test

Variabel	Collinearity Statistics		Keterangan
	Tolerance	VIF	
Career Development	,741	1,350	Non Multikolinieritas
Training	,782	1,279	Non Multikolinieritas
Communication	,939	1,065	Non Multikolinieritas

Based on the research results above, it is known that the VIF value of the Career Development variable is 1.350, the VIF of the Training variable is 1.279 and the VIF of the Communication variable is 1.065. The three variables above have VIF values > 0.10 and < 10 , so it can be concluded that multicollinearity does not occur.

Heteroscedasticity Test

Heteroscedasticity Test Results



The image above shows that the scatterplot graph for the heteroscedasticity test shows that the points are spread randomly and do not form a particular pattern, and in the distribution the points are spread below and above the number 0 on the Y axis. This indicates that heteroscedasticity does not occur in the regression model, so it is suitable to be used to predict the Employee Performance variable (Y).

Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,041	3,025		2,328	,026
Career Development	,204	,094	,210	2,175	,037
Training	,682	,088	,730	7,749	,000
Communication	-,271	,154	-,151	-1,758	,088

a. Dependent Variable: Kinerja

DISCUSSION

From the calculation above, the regression equation is as follows:

$$Y = 7.041 + 0.204X_1 + 0.682X_2 - 0.271$$

1. A constant value of 7.041 means that if the variables Career Development (X1), Training (X2) and Communication (X3) on Employee Performance (Y) are equal to 0, then the Employee Performance variable (Y) will remain at 7.041. This applies when conducting research.
2. The regression coefficient for the Career Development variable (X1) is 0.024 with a positive value, this means that when there is an increase in Career Development (X1) by one unit, the Training variable (X2) and the

- Communication variable (X3) remain constant, then Employee Performance (Y) at the Nusantara Sakti Dealer will increase by 0.024 assuming a good Career Development variable, this will have an impact on Employee Performance (Y).
3. The regression coefficient for the Training variable (X2) is 0.682 with a positive value, this means that when there is an increase in Training (X2) by one unit, the Career Development (X1) and Communication (X3) variables remain constant, then Employee Performance (Y) is Nusantara Sakti Dealer will increase by 0.682 assuming the Training variable (X2) is good, this will have an impact on Employee Performance (Y).
 4. The regression coefficient for the Communication variable (X3) is -0.271 which has a negative effect, this means there is no increase in the Communication variable (X3). then it will not improve Employee Performance (Y) at the Nusantara Sakti Dealer in Bengkulu City because there is a lack of communication between superiors and subordinates as well as fellow co-workers.

CONCLUSION

Based on the results of research conducted about "The Influence of Career Development, Training and Communication on Employee Performance at the Nusantara Sakti (NSS) Dealer in Bengkulu City. So it can be concluded as follows: The results of the research show that Career Development has a significant effect on Employee Performance at the Nusantara Sakti (NSS) Dealer in Bengkulu City. The results of the research show that training has a significant effect on the Nusantara Sakti Dealer (NSS) in Bengkulu City. The results of the research show that communication has a negative and insignificant effect on employee performance at the Nusantara Sakti (NSS) Dealer in Bengkulu City due to the lack of communication between superiors and subordinates as well as fellow co-workers. The results of the research show that the influence of career development, training and communication has a simultaneous or joint effect on the influence of employee performance at the Nusantara Sakti (NSS) dealer in Bengkulu City.

LIMITATION

The limitation of this research is that the variables studied are still limited and more need to be added for research respondents.

It is recommended that future researchers, especially the same research, need to consider other factors outside the variables of Career Development, Training and Communication on Employee Performance and added the number of respondents studied. So that it will produce better research.

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