

The Influence of Skills and Responsibilities on Career Development of Regional Library, Archives, and Documents Agency Employees Parigi Moutong District

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ABSTRACT

Career development will exist in the future that depends on human resources, so career development for employees must be carried out in a planned and sustainable manner every year. In other words, career development is one of the human resource management activities that must be carried out as a formal activity in an integrated manner with other human resource activities. Suppose an employee has the skills and is supported by high responsibility for the work given. In that case, the results of the work given by the employee will generally be good, and the leadership can consider the career development of the employee. This study aimed to determine and analyze the effect of skills and responsibilities simultaneously and partially on the career development of employees of the Regional Library, Archives, and Documents Agency of Parigi Moutong Regency. Using multiple linear regression analysis, the results obtained that skills and responsibilities simultaneously or partially significantly affect the career development of the Regional Library, Archives, and Documents Agency employees of Parigi Moutong Regency.

Keywords – Skills; Responsibility; Career Development

INTRODUCTION

Employees who are currently devoting themselves to providing the best service to the community are recruited by going through several procedures and are considered to meet certain requirements to obtain employees who have high performance (1). To be able to display or provide good performance on a job, in the study of Human Resource Management, it is stated that a person should be placed in the right place (the right man for the right job), or other words, a person's ability will be optimized when he is placed in a place according to his ability (2).

A formal career development plan typically consists of career planning and career management (3), Includes activities to identify the stages of a career, helping employees to recognize personnel abilities, interests, knowledge, motivation, the information needed about opportunities and options, identify career-related goals and determine plans to achieve them. Specific purpose, Career development will be better, and there will be an

improvement if it is accompanied by high responsibility for completing a given job or task and supported by the skills possessed (4).

Organizations that do not take responsibility for employee career development will experience a decrease in overall effectiveness. A lack of employee career development may also seriously disrupt the staffing process, especially with increased turnover and entry of employees (5). The Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency are one of the agencies located in the Parigi Moutong Regency area, where employees are still allowed to improve skills along with responsibilities, all of which are intended so that every employee has the opportunity to improve their career, automatically with the career advancement obtained will increase the prestige and income they get.

Career development is closely related to human resource development. Career development leads to improvement or improvement of skills because the work given to employees has an important effect on the organization. Skills are related to the work itself, namely how an employee assesses the tasks in his work. Therefore, employees need to be placed in jobs that match their expertise so that organizational goals can run well (6).

Career management applied to an organization arises from employees' understanding and interest in the existing position. It is hoped that the value of an employee and their future career planning will be obtained through skills and responsibilities. However, there is still a lack of assessment of employee performance by the organization, resulting in ineffectiveness in the career development process, especially if there is still work that is not by the time standard set (7). The condition of employees at the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency is still not optimal in increasing the responsibility for the tasks given. The completion of pending work can certainly impact the desired career planning.

Efforts to improve employee careers can be made by increasing skills and responsibilities (8). Therefore, the problem with this research is 1) Do skills and responsibilities have a simultaneous and significant effect on the career development of employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency? 2) Does the skill partially affect the career development of the employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency? 3) Does responsibility partially affect the career development of employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency?

METHOD

This research is classified as explanatory research. That explanatory research is a study to examine the causal relationship between the hypothesized variables. In this type of research, a hypothesis will be tested for truth, namely a hypothesis that describes the relationship between two or more variables to determine whether a variable is associated or not with other variables. (9). The object of this research is skills, responsibilities, and career development.

This study uses a research instrument based on the Rensin Likert theory known as the Likert Scale. The Likert Scale research method provides several choices to consumers for the research instrument proposed for one of the answers that are considered the most appropriate (10). The reason for using the Likert Scale is because the scale can distinguish subjects based on the difference in the degree of the original characteristics they have that are typically manifested in the symptoms of conclusions. The sample size determination is carried out using the sloven formula formulation proposed by Taro Yamane so that in this study, as many as 34 respondents.

This study's instrument (questionnaire) was tested for validity on 30 samples taken at random. To perform the Person correlation technique, the assistance of a computer application program is used (9). The test criteria compare the probability value (Sig.1 tailed) with a significance level (α) of 0.05., as shown in Table 1 Validity Test Results.

Table 1. Validity Test Results

No.	Instrument item	Sig.2 tailed	Significant Level (α)	Item Validity	
				Sahih	Fall
1.	Skills (X1)				
	X1.1	0,000	0,05	Sahih	-
	X1.2	0,000	0,05	Sahih	-
	X1.3	0,000	0,05	Sahih	-
	X1.4	0,000	0,05	Sahih	-
	X1.5	0,000	0,05	Sahih	-
	X1.6	0,000	0,05	Sahih	-
2.	Responsibility (X2)				
	X2.1	0,003	0,05	Sahih	-
	X2.2	0,002	0,05	Sahih	-
	X2.3	0,000	0,05	Sahih	-
	X2.4	0,000	0,05	Sahih	-
3.	Career development (Y)				
	Y1	0,000	0,05	Sahih	-
	Y2	0,000	0,05	Sahih	-
	Y3	0,000	0,05	Sahih	-

Y4	0,000	0,05	Sahih	-
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The calculation of the alpha formula (Cronbach alpha) shows that all variables, both individually and as a whole, are reliable because none of these variables has a value below 0.60, as shown in Table 2.

Table 2. Reliability Test Results

Variable	Alpha Cronbach	Information
Skills (X1)	0.729	Reliable
Responsibility (X2)	0.772	Reliable
Career development (Y)	0.859	Reliable

To detect the presence of Multicollinearity, it can be seen from the VIF (Variance Inflation Factor) value of less than ten and Tolerance greater than 0.10 and the coefficient between the independent variables below 0.5, so it can be concluded that there is no multicollinearity. The results of the Multicollinearity Test using the Variance Inflation Factor (VIF) as shown in the following table, as shown in Table 3.

Table 3. Multicollinearity Results

Colinearity Statistics		
Independent Variable	Tolerance	VIF
Skills (X1)	0.966	1.036
Responsibility (X2)	0.966	1.036

From table 3 above, it is known that the VIF value of the independent variables in the regression model used is less than ten. In contrast, the Tolerance value is greater than 0.10, so it can be concluded that these variables do not have symptoms of multicollinearity.

RESULTS

The calculations using the Multiple Linear Regression Model are obtained with the regression coefficient values as shown in Table 4.

Table 4. Results of Multiple Linear Regression Processing

Variable	B	t-hit	Probability
Skills (X1)	0.130	0,818	0,382
Responsibility (X2)	0.638	2,633	0,003
Constant (1,793)			

R ²	(0,658)
R	(0,811)
Fsig	(0,000)
Fhit	(19,233)

From the test results using multiple linear regression in table 4 it can be arranged multiple linear regression equations from the influence of skills and responsibilities in the career development of the Regional Library, Archives and Documentation Agency Employees of Parigi Moutong Regency, namely:

$$Y = 1,793 + 0,130 X_1 + 0,638 X_2$$

The regression equation above shows that skills and responsibilities, as observed factors, positively influence the career development of the Regional Library, Archives, and Documentation Agency employees of Parigi Moutong Regency.

Coefficient of Determination (R²)

The value of the coefficient of determination indicates the changes that occur in the career development of the Regional Library, Archives, and Documentation Agency employees of Parigi Moutong Regency if there is a change in skills and responsibilities.

The value of the coefficient of determination is 0.658. This value means that if there is a change in skills and responsibilities, the career development of the Regional Library, Archives, and Documentation Agency Employees of Parigi Moutong Regency will experience changes. In other words, the contribution of the independent variable that can influence the variety of changes in the dependent variable is 65.8%.

Correlation coefficient (R)

The correlation coefficient value shows the closeness between skills and responsibilities with career development factors for the Regional Library, Archives, and Documentation Agency employees of Parigi Moutong Regency. As shown in the table above, the calculation results prove that the correlation coefficient value is 0.811. This value means that between skills and responsibilities with the career development of the Regional Library, Archives, and Documentation Agency employees of Parigi Moutong Regency, there is a relationship of 0.811, which means the relationship is very strong because the value of 0.811 is between the value of 0.80-0.999 (9).

From the simultaneous presentation above, it can be seen that the skills and responsibilities simultaneously have a significant effect on the career development of the Regional Library, Archives, and Documentation Agency employees of Parigi Moutong

Regency. Thus the first hypothesis proposed in this study is proven true. Or in other words, the original hypothesis (H0) is rejected, and accepts the alternative hypothesis (Hi) (10).

DISCUSSION

This study examines the effect of skills and responsibilities on career development, which is based on the research results both simultaneously and partially. Both factors significantly affect career development for employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency.

The career development of a civil servant is reflected in how he does his job and how his work results. Responsibility gives the greatest impetus to employee career advancement. There is support to be promoted fairly, a salary that gives satisfaction, and an understanding of good work is an obligation. Have an impact on an employee of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency.

The findings in this study are in line with previous research (11), Which concludes that skills significantly affect employee career development, and responsibility has a significant effect on employee career development. An employee will find it difficult to have a good career if he does not have the skills and responsibilities in working and completing work.

CONCLUSION

Based on the problems posed and the discussion in this study, conclusions were obtained: 1) Simultaneously, skills and responsibilities have a significant effect on career development for employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency. 2) Skills significantly affect career development for employees of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency. 3) Responsibility has a significant effect on employees' career development of the Regional Library, Archives, and Documentation Agency of Parigi Moutong Regency.

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