

# Determination of Motivation and Career Development: Analysis of Training, Competence

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**Abstract:** This article aims to examine and synthesize literature review studies related to Motivation Career Development, Training, and Competence and to look at the results of research on the variables to be reviewed and whether there is an influence between one variable and another. Career development is a formal means by which a company or organization ensures that the talent it needs has the skills and aptitudes it already possesses. This study uses a literature review by looking for references related to related variables sourced from library research methods, online media, google scholar, science direct and mendeley. This study provides an overview of several articles obtained by describing the influence between variables. The results of this study are: Training affects job satisfaction through career development, and training affects job satisfaction through career development. The Career Development Study in this literature article summary explicitly focuses on supporting variables that can increase Motivation, Training, and Competence. Scientific articles that aim to build research hypotheses about the influence of variables are to be used in further research.

**Keywords:** Career Development, Motivation, Training, Competence.

## Introduction

Career development is held as a skill enhancement process for employees to grow personally and professionally. Career development is seen as a skill enhancement process for employees to grow and grow personally. In corporate hierarchies that debureaucratize titles and positions, managers have a duty to provide guidance to employees. Managers have an implied responsibility to develop the competencies and skills of their employees to optimize their performance within their organizations. Career development is therefore a means of developing the skills of employees and all stakeholders of the company. It is also a formal process by the company to determine if the employee is working according to the company's needs and qualifications. Career development programs are conducted continuously with multiple multi-faceted

competencies training. This means that designed training not only focuses on one point of practical knowledge but also references hard and soft skills, which is also very important.

A development program is a renewal vehicle for employees to design and establish long-term career plans. To that end, we conduct training that matches the interests and skills of our employees. Promotions and promotions in the company are frequent occurrences. This is a form of career development that the company conducts for its employees. This career advancement is certainly something every employee aspires to, because the higher the position, the more successful life becomes. Imagine the harm to the company itself if it does not implement a career development process, as employees will inevitably change and need to be hired frequently. Career development makes a lot of sense to keep the wheels of the

company running smoothly as there is a rotation of positions within the company. Companies with career development programs can also reduce the number of employee turnovers as the main reason employees switch jobs is a lack of career development opportunities. A strong career path is the main reason they are drawn to a new company.

(Nuraeni et al., 2022) Career development is an important HR function that every employee should be aware of. The need to plan a career stems from both economic and social factors. To ensure that all employees are satisfied, the company improves employee performance, reduces turnover and improves employee advancement opportunities through career development programs. (Liana, 2021) Some employees also said the poor performance was due to heavy workloads and a lack of awards for staff performance. (Henokh Parmenas, 2022) To prevent turnover, promote employees or use what is commonly called career development. (Susanto et al., 2023) Management selects employees who have a career development attitude. Employees with attitudes are generally more successful after being given opportunities to grow compared to those without attitudes. (Belova et al., 2015) Career development must take place within the company so that employees can remain loyal to the company and move forward in a highly dynamic organization.

(Chaaban et al., 2023) It shows similarities in approaches to teacher career development from recruitment, preparation, introduction, and continuing professional development. Progression of this career path is also related to the development of teacher expertise, such as experience and competencies. (Ryan, 2017) You need to understand employee motivation and organizational performance. Undoubtedly, employee motivation leads to a high level of company performance. However, to really advance employee motivation theory, it is important to closely examine employee motivation at the level of employee performance. (Kulkarni et al., 2022) Traditional training methods include lectures, case studies, internships, coaching, mentoring and training. Studies conducted in this area of traditional training show that they are effective in training programs. (Sharma & Aparicio, 2022) The

manner humans have interaction with every other, take part in decision-making, trust in rules, adapt to change, exercising moral leadership, and always observe rules form data safety behavior. Culture determines what's prioritized inside an organization.

(Jałocha et al., 2014) A competency approach identifies the skills, knowledge, behaviors, and skills required to meet current and future hiring needs, fills gaps between skills required for projects, professional roles, or corporate strategy, and fulfills these needs. It was expected to help fill. (Marmier et al., 2021) The biggest challenge is to have an industry that is smarter, more connected, more competitive, more responsive to customer needs, safer for employees and respectful of the environment. The Learning Factory can also develop individualized training courses based on the needs of participants. (Dijkstra et al., 2021) Competencies can be defined as "a coherent accumulation of knowledge, skills and attitudes that can be used in the context of real performance". (Bleijenbergh et al., 2016) Organizational processes, both discursively and materially, appear to constrain the career development of part time workers, but under certain conditions, part time workers' recognition and realization of their ambitions, and thus their Able to make a real contribution to career development. It should be clear when and how organizational processes support the career development of part time workers. Third, the role of organizational actors in these organizations.

(Saether, 2019) Individuals are more likely to have their basic psychological needs met in environments that provide adequate resources, and employees have more opportunities to meet their basic needs in environments where they experience better aptitude. (Rahimić et al., 2012) Motivation is a collective term that includes all factors that influence, reinforce, organize, and control human behavior. In other words, it is an action of limited intensity and duration. Motivation, on the other hand, is influenced by many factors, notably individual personality, job characteristics, and the organization itself. (Susanto et al., 2020) Competence is necessary to support peak performance and increase productivity.

Organizations need people who are competent in their roles. (Pignault & Houssemand, 2013) Competence transfer can be hampered because it is often related to the circumstances and circumstances in which the competence was developed. Therefore, we see the working situation as consisting not only of the various tasks and their associated activities, but also of the characteristics of the environment and the specific conditions under which they are performed, which we call the work context. increase.

(Asuquo & Inaja, 2013) Despite the fact that field research on youth career development has grown exponentially over the past two decades, little is known about these basic personal components and the change management and adaptive traits that underlie career development. No attention was paid. (Korsakiene & Smaliukiene, 2014) In particular, some scholars distinguish the concept of career from an organizational and personal perspective. Traditional career models suggest career advancement as a series of steps in an organization or profession. (Valickas et al., 2015) A well-designed Career System offers companies the opportunity to place employees at the highest level of management hierarchy where they can generate, develop and execute new ideas that help the company adapt to a rapidly changing environment. (Hanaysha, 2016) Training is defined as a systematic process aimed at helping employees improve their knowledge and skills and, through learning experiences, develop positive behaviors that are expected to help them improve their performance. (Ozkeser, 2019) training activities are a continuous human resources management function to facilitate the adaptation of employees for new conditions or environments, and also to increase decision-making and problem-solving capabilities in these environments.

## Materials and Methods

Writing this article aims to review & synthesize available literature related to employee performance as a result of which it can contribute to an understanding of Motivation as a Mediation

of Training and Competency Variables Impacting Career Development. Therefore, through writing this article the author tries to examine some of the literature based on books, research journals and other sources of information from the mass media, electronic media as well as relevant website pages in order to find out the factors causing increased employee performance. This article lays the theoretical foundation for future research on employee performance improvement and can help personnel managers think about how to apply strategies to their organizational environment to improve employee performance.

The study of the concept of employee performance in this article is explicit in the factors that encourage employee career development and organizational business processes in creating employee motivation. To obtain the information and data needed in this paper, the following data collection techniques are used in documents/libraries, namely the technique of obtaining data by studying documents related to the problem under study. The data analysis technique in this study used a qualitative analysis technique using inductive thinking patterns. This process of analysis uses content analysis, i.e., a detailed explanation stage, a data analysis technique that analyzes the nature, characteristics, and content and context of the data, interprets them theoretically, and draws conclusions using reasons is executed as.

### Framework Novelty Research

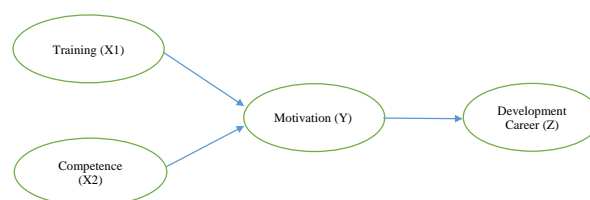


Figure 1. Conceptual Framework Research.

**Table Development Career**

Name Employee			
Department			
Last Position			
Next Position			
Qualification	Checklist	Performance	Checklist
Expert		Very Good	
Middle		Good	
Lower		Poor	
Competence	Answer	Strong Point	Answer
1			
2			
3			
Area Development	Answer	Weakness	Answer
1			
2			
3			
Dated Promotion	Initials Head	Initials HR	Approval Director

Table 1. Table Plan Career Development.

**Data analysis**

This study uses a literature review by looking for references related to the variables of several international articles. This study provides an overview of the articles obtained by describing the influence between variables. The results of the study show that several variables have an influence on the evidence of exposure in a syntesis.

**Results and Discussion**

Employee motivation is defined as the level of enthusiasm, energy, commitment and various initiatives to be innovative and creative every day for the company. There are several reasons why employee motivation is important. Mainly because it enables management to achieve the company's goals. Without a motivated workplace, companies can be in a very dangerous position. Motivated employees are an important asset for a company and are directly related to the company's chances of success. In summary, employee motivation is important for seven reasons: The company has a positive atmosphere. Colleagues are happy and feel safe at work. Increase employee engagement and satisfaction. Increased productivity at work. They always try to achieve better results than their peers. Make sure the customer or consumer is satisfied. Lower employee turnover. Motivation is an invisible indicator of employee performance, but difficult to measure and manage. Motivation

can be easily controlled if the company knows how to promote it regularly and honestly. Your company needs to understand that employees are individuals with different characteristics. Based on these differences, we can determine the type of motivation they should receive, be it intrinsic or extrinsic. Here it is important to have a deeper understanding of the different types and methods of employee motivation.

What we do must be motivated. There is no denying that we, too, must be motivated at work so that what we produce benefits ourselves and the company we work for. In fact, there are many ways to generate motivation. How to motivate your employees. Companies can get so busy thinking about profits and business development that they forget this. Employee motivation is one of the most important things that can affect a company's business progress even in the long run. What can business leaders do to motivate their employees, Now let's look at the description and description together. There are many ways to motivate your employees so that the resulting productivity and performance benefits your company. Company management is expected to have the ability to set an example and set an example for its employees. If employees already have role models, they should have a desire to emulate their leader's success. Managers need not only role models, but also the spirit of encouraging employees. A clear form of employee attention, support, and reward is what can lead a company's employees to have good work motivation. will do the best job.

The main goal of career development is to improve the performance of employees so that they become more effective, efficient and achieve satisfactory results in achieving the goals expected by the organization. As follow Helping individuals and companies achieve their goals. This career development itself helps employees and organizations within the company to achieve their goals. Indicates the relationship with employee benefits. In order to attract employees with a high degree of loyalty to the company, we support the career development of employees, such as creating a corporate culture and enhancing welfare programs. Help your employees reach their potential skills. In career development, employees

can be made aware of their ability to fill specific positions within the company according to their individual potential and expertise. Strengthen employee-company relationships. Career development can also create relationships and strengthen ties between employees and companies. Show social responsibility. Career development can also create a positive work environment and make employees more successful in a competitive environment. Helps strengthen the implementation of corporate programs. Career development can also guide you to carry out programs included in the company with the aim of achieving the company's goals. Reduce variable costs and labor costs. Career development programs also lead to lower turnover and more efficient labor costs. Activate remote thinking. Career development itself takes a considerable amount of time, as companies need requirements and qualifications to fill specialist and managerial positions according to their skills and requirements. Career development is not just promotions. The shapes themselves are also very diverse. Forms of career development, he can be classified into three: education and training, Worker education and training is any attempt to improve worker performance in a particular responsible or work-related task.

Effective training typically involves teaching or learning experiences, activities planned and designed according to identified needs. Advertising / Advertising, A promotion or promotion is a change of status or a change of status from a lower level to a higher level. This change is usually followed by an increase in one's responsibilities, rights, and social status. People with skills and expertise can be promoted, and they are promoted according to their skills, giving them even more responsibility for their work. Mutation/positional change, Mutation is any activity that may develop an individual's status or status within an organization, often referred to as a change of status within an organization. In other words, this mutation may mean that an employee moves to a particular position, or to a particular location or branch. Career development is the actions encouraged by Human Resources managers or other stakeholders to realize an employee's career plan. Career development is the

process or effort undertaken to achieve a particular career in order to improve self-sufficiency and maximize the core responsibilities and functions of an organization. There are some principles that must be followed regarding career development. First, the job itself has the greatest impact on career development. Because every time a different challenge arises, what you learn from work can be far more important than your formally planned development efforts. Second, the type of new skills you need will depend on your specific job requirements. Third, if someone doesn't have the skills needed for a particular position, there's no growth. People and employees are the vanguard of the company, as the company's success is strongly underpinned by the quality and competence of its people.

Since employees are a key asset that needs to be nurtured, nurtured and developed by a business, companies need to be able to create loyalty to their employees' work. Loyalty also affects employee and company performance. One of her ways to increase employee retention is to pay attention to career development, both in organizational and individual employee-focused careers. Indeed, employee career development must not only depend on individual efforts, but must be supported by organizational interests. Because of the synchronization, the organization, in this case HR, can control the career development of its employees, and the organization is even more stable when the organization's leaders approve the career development programs set by HR. Based on some of these opinions, we can say that career development means the processes, activities and steps to develop an employee's potential to achieve higher status in order to achieve the goals of the company. increase. The role of senior management (HR managers in this case) related to career planning and development should consider: We provide services and support the career development of our employees. Organize various training and development programs for employees at the company's expense as part of the company's efforts to improve employee quality and employee performance. Organization of various programs to improve quality performance, increase self-discipline, loyalty, welfare and promote employee

motivation. Support fair and non-discriminatory programs.

### Conclusions

Based on the literature review and discussion above, the authors conclude a number of things that can be used as references for the next author as follows:

1. Training influences Career Development through Motivation
2. Competence influences Career Development through Motivation
3. Motivation influences Career Development
4. Training and Competence Influences Career Development

The results of this literature review can be a reference for future researchers to see the phenomenon that is happening and combine the results of the literature review for the preparation of articles.

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