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The Influence of Career Development, Competence, Work Motivation, Job Satisfaction, Against the Performance of Health Service Employees in Bintan Regency

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Abstract
This study uses a causal model survey method using path analysis techniques. This study aims to confirm the theoretical model with empirical data, the study population is employees in the Bintan Regency Health Office, which consists of civil servants and honorary employees with samples of 89 employees. Data collecting technical using variable measurements by questionnaire instruments, this instrument was developed based on theoretical studies. Data analysis uses descriptive statistics and statistical analysis. Statistical tests are used to test the significance of path coefficients using Partial Least Square (PLS) which is a Multivariate Analysis in the second generation using structural equation modeling (SEM). PLS can be used for a small number of samples and does not require the assumption that data distribution must be normal or not. The results of the analysis found that relationships between variables formulated in the formulation of the problem as many as 6 pieces obtained significant.

Keywords: *Career Development, Competence, Work Motivation, Job Satisfaction, Performance*

1. Introduction

The organization in carrying out its duties and functions is largely determined by the quality of its human resources and supporting infrastructure. Human resources and equipment are elements in driving the organization's wheels, as well as internal factors that influence the progress of an organization. To achieve organizational goals there are many factors that support, one of which is career development [1]. Development is a long-term educational process that uses systematic and organized procedures in which managerial employees learn conceptual and theoretical knowledge to achieve common goals. Career development is a series of attitudes and behaviors related to work experience and activities over the span of a person's life and a series of ongoing work activities. Career development is very important for employees because the purpose of all career development programs is to match employee needs and goals with career opportunities available in the company today and in the future [2].

Conversely competence also plays an important role in improving employee performance, for this reason there is a need for education and training to improve employee competency, competence is the ability and willingness to perform tasks with effective and efficient performance to achieve company goals. With every employee having good competency, it can indirectly realize the goals of the organization. In an effort to improve organizational performance through employee performance, the factors that need to be taken seriously are employee motivation [3]. Motivation is a set of attitudes and values that influence individuals to achieve certain things in accordance with individual purpose. That attitude and value is an invisible that gives strength to encourage individuals to behave in achieving goals. With sufficient motivation can create a better work spirit in employees and satisfaction with work results [4].

Job satisfaction is an expression of employee satisfaction about how their work can benefit the organization, which means that what is gained at work fulfills what is considered important [5]. Job satisfaction in general is an attitude towards work based on an evaluation of different aspects for workers. A person's attitude towards his job illustrates pleasant or unpleasant experiences at work and expectations regarding future experiences. With job satisfaction obtained by each employee, it can improve the performance of these employees [6].

Formulation of the problem
1. Does Career Development directly determine Job Satisfaction?
2. Does Competence directly determine Job satisfaction?
3. Does Work Motivation directly determine Job Satisfaction?
4. Does Competence directly determine Performance?
5. Does Work Motivation directly determine Performance?
6. Does Job Satisfaction directly determine Performance?

The theoretical framework of this research was developed from the synthesis of theories based on facts, observations and literature review, therefore this theoretical framework contains the relationship or influence between the variables involved in research based on supporting theories, and clearly explains the interrelationships between the intertwined variables, in addition to that can be used as a basis for answering problems and the logic flow of relationships between variables that are intertwined so that it will be very relevant to the problem studied as follows. According to Gibson et.al. (2011: 46), career development is a series of attitudes and behaviors related to work experience and activities over the span of a person's life and a series of ongoing work activities [7].

1 According to Hutapea and Thoha (2011: 28) explained that competence is the ability and willingness to perform tasks with effective and efficient performance to achieve company goals.2 Robbins (2008: 151) states that motivation is a process that shows individual intensity, direction, and persistence of efforts towards achieving goals.3 According to Gibson, Ivancevich, and Donnely (2010) in Priansa (2014: 293) states that job satisfaction is one's attitude towards their service, that attitude comes from their perceptions about their work.4 According to Tika, (2010: 121). Performance is a process in which an organization evaluates or evaluates employee work performance [8, 9].

2. Research Method

This research method uses a causal model survey method using path analysis techniques. The population of this research is the employees in the Bintan Regency Health Office, which consists of 78 civil servants and 11 honorary employees, the sample is determined by the number of sample members 89, because of the limited population of all members of the sample population so this study uses a saturated sample taken from the census technique using proportional random sampling while the data collection technique uses variable measurement by using a questionnaire instrument where each employee is given five questionnaire instruments to be a source of measurement of the studied variables and to test the significance of the path coefficient using Partial Least Square (PLS) which is a Multivariate Analysis in the second generation using structural equation modeling (Structural Equation Model / SEM) [10].

3. Results and Analysis
3.1. Internal Consistency Analysis

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses composite reliability values with the criteria of a variable said to be reliable if the composite reliability value > 0.600 [11, 12].

Table 1. Internal Consistency Analysis. Source Data Processing (2020)

Variable	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
X1	0.867	0.785	0.882	0.556
X2	0.841	0.858	0.884	0.563
X3	0.798	0.845	0.852	0.437
X4	0.819	0.847	0.868	0.528
Y_	0.780	0.817	0.842	0.444

Based on internal consistency analysis data in the above table, the results show that the variables X1, X2, X3, X4, Y have a composite reliability> 0.600, so all questions developed on the 5 variables are reliable meaning cross-item questions developed on the questionnaire of all variables in the test the same has consistency [13, 14].

3.2. Convergent Validity

Convergent validity is used to see the extent to which a measurement is positively correlated with alternative measurements of the same construct. To see an indicator of a construct variable is valid or not, it is seen from the outer loading value. If the outer loading value is greater than (0.4) then an indicator is valid [15].

Table 2. Convergent Validity. Source Data Processing (2020)

variable	X1	X2	X3	X4	Y_
X1.1	0.643				
X1.2	0.749				
X1.3	0.726				
X1.4	0.765				
X1.5	0.711				
X1.6	0.862				
X2.1		0.577			
X2.2		0.770			
X2.3		0.800			
X2.4		0.819			
X2.5		0.829			
X2.6		0.675			
X3.1			0.440		
X3.2			0.740		

X3.3			0.563		
X3.4			0.726		
X3.5			0.810		
X3.6			0.481		
X3.7			0.785		
X3.8			0.739		
X4.1				0.771	
X4.2				0.818	
X4.3				0.843	
X4.4				0.699	
X4.5				0.621	
X4.6				0.566	
Y1					0.549
Y2					0.722
Y3					0.816
Y4					0.518
Y5					0.802
Y6					0.728
Y7					0.421

Based on the above table, it can be seen that the outer loading value for variables X1, X2, X3, X4, Y where the value of all item items in the 5 variables tested is greater than 0.4, then all items developed for all variables are declared valid, meaning that the measurement is positively correlated with alternative measurements of the same construct thus the indicators of all construct variables are valid [16].

3.3. Validity Of Diskriminan

Discriminant validity aims to assess an indicator of a construct variable is valid or not, namely by looking at the Heterotrait - Monotrait Ratio Of Correlation (HTMT) <0.90, then the variable has a good discriminant validity [17].

Table 3. Validity of Diskriminan. Source Data Processing (2020)

Variable	X1	X2	X3	X4	Y
X1					
X2	0.351				
X3	0.385	0.515			
X4	0.308	0.513	0.527		
Y_	0.353	0.554	0.522	0.568	

Based on the above table, the correlation results obtained variables X1 with X2, X3, X4, Y and X3 with X2, X4 with X2, Y with X2 and X4 with X3, Y with X3 and Y with X4 have a correlation value <0.900, thus the value the correlation of all variables is declared valid. Analysis of structural models or (inner models) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis. Collinearity testing is to prove the correlation between latent / construct variables is strong or not. If there is a strong correlation it means that the model contains problems if viewed from a methodological point of view, because it has an impact on the estimation of statistical significance. This problem is called collinearity. The value used to analyze it is by looking at the value of Variance Inflation Factor (VIF). If the VIF value is greater than 5.00 then it means there is a collinearity problem, and in contrast there is no collinearity problem if the VIF value <5.00 [12].

Table 4. Collinearity. Source Data Processing (2020)

Variable	X1	X2	X3	X4	Y
X1				1.119	
X2				1.282	4.589
X3				1.240	1.220
X4					4.524
Y_					

From the above data it can be described as follows:The VIF value for the correlation of X1 with Y, X2 with Y, X3 with Y, X4 with Y is <5.00 (there is no collinearity problem). Therefore, from the data above and the development of structural models in this case there is no problem [18]. In this test there are two stages, namely testing the direct influence hypothesis and testing the indirect effect hypothesis. The coefficients of the hypothesis testing path are in the figure below:Test the significance of the structural coefficient of the path model (Structural Model Path Coefficient). This test is to determine the   path coefficient of the structural model, the aim is to test the significance of all relationships or hypothesis testing [19].
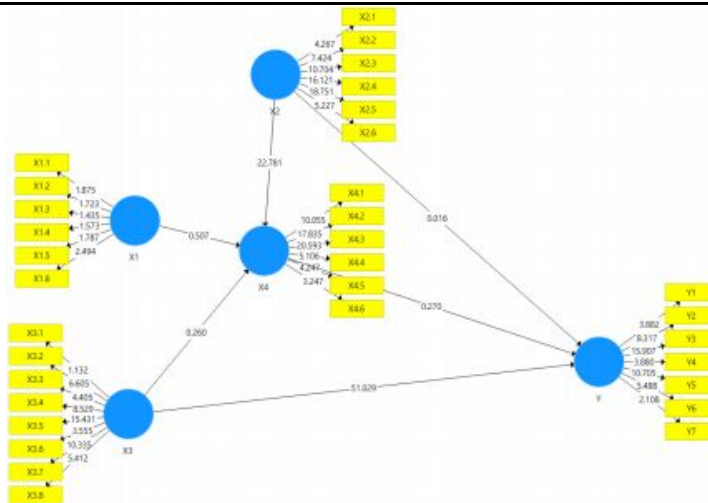
Figure 2. Hypothesis Testing

Direct influence hypothesis testing aims to prove the hypotheses of the influence of a variable on other variables directly (without intermediaries). If the value of the path coefficient is positive indicates that an increase in the value of a variable is followed by an increase in the value of another variable. If the value of the path coefficient is negative indicates that an increase in a variable is followed by a decrease in the value of other variables. If the probability value (P-Value) < Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is significant). If the value of probability (P-Value) > Alpha (0.05) then Ho is rejected (the effect of a variable with other variables is not significant) [20, 21].

Table 5. Hypothesis of Direct Effect. Source Data Processing (2020)

Variable	Real Sample	Sample Average	Standard Deviation	t- Statistik	P Values
X1 -> X4	-0.029	-0.016	0.056	0.507	**0.006**
X2 -> X4	0.966	0.952	0.042	22.781	**0.000**
X2 -> Y_	0.002	-0.005	0.137	0.016	**0.010**
X3 -> X4	0.017	0.025	0.065	0.260	**0.008**
X3 -> Y_	0.972	0.980	0.019	51.029	**0.000**
X4 -> Y_	0.035	0.022	0.131	0.270	**0.008**

1. The direct effect of variable X1 on variable X4 has a path coefficient of 0,507 (positive), then an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of the variable X1 on X4 has a P-Values value of 0.006<0.05, so it can be stated that the influence between X1 on X4 is significant.
2. The direct effect of variable X2 on variable X4 has a path coefficient of 22.781 (positive), then an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of variable X2 on X4 has a P-Values value of 0.000<0.05, so it can be stated that the influence between X1 on Y is significant.
3. The direct effect of variable X2 on variable Y has a path coefficient of 0,016 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The effect of variable X2 on Y has a P-Values value of 0.010<0.05, so it can be stated that the influence between X2 on X4 is significant.

4. The direct effect of variable X3 on variable X4 has a path coefficient of 0,260 (positive), then an increase in the value of variable X3 will be followed by an increase in variable X4. The influence of variable X3 to X4 has a P-Values value of 0.008<0.05, so it can be stated that the influence between X2 to Y is significant.

5. The direct effect of variable X3 on variable Y has a path coefficient of 51.029 (positive), then an increase in the value of variable X3 will be followed by an increase in variable Y. The effect of variable X3 on Y has a P-Values value of 0.000<0.05, so it can be stated that the influence between X3 to X4 is significant.

6. The direct effect of variable X4 on variable Y has a path coefficient of 0.270 (positive), then an increase in the value of variable X4 will be followed by an increase in variable Y. The effect of variable X4 on Y has a P-Values value of 0.008 <0.05, so it can be stated that the influence between X3 on Y is significant.

Table 7. Coefficient of Determination. Source Data Processing (2020)

Variabel	R Square	Adjusted R Square
X4	0.932	0.926
Y_	0.976	0.974

In the table above the results obtained (e1) amounted to 0.932 or 93.2% , e2 is 0.976 or 97.6 %

4. Conclusion

1. The direct effect of variable X1 on variable X3 has a path coefficient of 4.084 (positive), then an 1. The direct effect of variable X1 on variable X4 has a path coefficient of 0,507 (positive), then an increase in the value of variable X1 will be followed by an increase in variable X4. The effect of the variable X1 on X4 has a P-Values value of 0.006<0.05, so it can be stated that the influence between X1 on X4 is significant.

2. The direct effect of variable X2 on variable X4 has a path coefficient of 22.781 (positive), then an increase in the value of variable X2 will be followed by an increase in variable X4. The effect of variable X2 on X4 has a P-Values value of 0.000<0.05, so it can be stated that the influence between X1 on Y is significant.

3. The direct effect of variable X2 on variable Y has a path coefficient of 0,016 (positive), then an increase in the value of variable X2 will be followed by an increase in variable Y. The effect of variable X2 on Y has a P-Values value of 0.010<0.05, so it can be stated that the influence between X2 on X4 is significant.

4. The direct effect of variable X3 on variable X4 has a path coefficient of 0,260 (positive), then an increase in the value of variable X3 will be followed by an increase in variable X4. The influence of variable X3 to X4 has a P-Values value of 0.008<0.05, so it can be stated that the influence between X2 to Y is significant.

5. The direct effect of variable X3 on variable Y has a path coefficient of 51.029 (positive), then an increase in the value of variable X3 will be followed by an increase in variable Y. The effect of variable X3 on Y has a P-Values value of 0.000<0.05, so it can be stated that the influence between X3 to X4 is significant.

6. The direct effect of variable X4 on variable Y has a path coefficient of 0.270 (positive), then an increase in the value of variable X4 will be followed by an increase in variable Y. The effect of variable X4 on Y has a P-Values value of 0.008 <0.05, so it can be stated that the influence between X3 on Y is significant.

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