

The Influence of Supervisory Leadership Training, Job Competence and Job Satisfaction on Career Development through Work Commitments as A Variable Intervening Civil Apparatus of the Padang Pariaman Regency Regional Government

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ABSTRACT: The purpose of this study is to analyze and test the influence of Supervisory Leadership Training, Job Competencies, Job Satisfaction and Job Commitment to Career Development in the District. Padang Pariaman. The population in this study amounted to 59 people consisting of the entire number of civil servants who had participated in supervisory education training in Padang Pariaman Regency. Data retrieval techniques using questionnaires, then instrument tests are carried out, namely validity tests and reliability tests and classical assumption tests.

Hypothesis tests use multiple linear regressions. The results of the study concluded that Supervisory Leadership Training has a positive and significant effect on career development, work competence has a positive and significant effect on career development and Job Satisfaction has a positive and significant effect on career development and Work Commitment has a positive and significant effect on career development. Based on data analysis, the results of this study prove a significant influence between Supervisory Leadership Training, Job Competence, Job Satisfaction and Work Commitment to Career Development in Padang Pariaman Regency.

Keywords: Leadership Training, Supervisor, Job Competencies, Job Satisfaction, Career Development, Work commitment

1. INTRODUCTION

The state civil apparatus has an important role, namely as a thinker, implementer, planner, and development controller. Thus, civil servants have a very important role in smoothing the running of the wheels of government so that every vision and mission of the government can be carried out. If a state civil apparatus is not accountable and does not have the ability to carry out the tasks handed over to him then the wheels of government will falter and will cause a domino effect to the problems that occur. In order to create a state civil apparatus that is loyal, obedient, and obedient to Pancasila, the 1945 Constitution, the State and Government, and who are united, well-being mental, authoritative, strong, empowered, effective, successful, clean, high-quality, and aware of their responsibilities as a state civil apparatus. Conditions do not necessarily arise just like that but must be maintained and fostered through career development efforts.

Career problems and their effective management are important for the Civil Balance Sheet Apparatus (ASN) as well as for the organization in its objectives, which is indicated by the demand that the organization's human resources provide assistance in the form of various interventions in career development activities. Various career development intervention programs are needed by employees in goal setting and self-development, planning career goals and career goals that together can create worker power and benefit the organization. In its position has a very important and strategic role in the smooth and successful implementation of the general duties of government, development and society. Likewise, the asn of the Regional Government of Padang Pariaman Regency.

Conceptual Research Framework as follows:

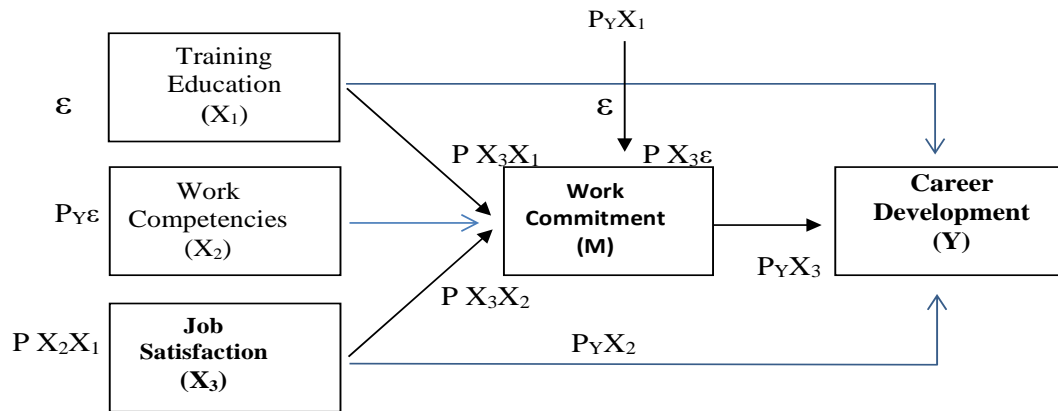


Figure 1. Path Analysis Diagram (Path Diagram) Relationship between Training Education, Job Competencies, Job Satisfaction by using Intervening Commitment to Career Development

Based on the conceptual framework, then the hypothesis as beriku:

- Training, Job competencies and Job satisfaction Supervisory Leadership affects the career development of ASN Participants of the Regional Government Leadership Training of Padang Pariaman Regency
- Training, Job Satisfaction Leadership Supervisor affects the work commitment of ASN Participants of Supervisory Leadership Training Training
- Work Commitment affects Career Development asn Supervisory Leadership Trainees
- Influential Work Commitment as a variable intervening relationship of Supervisory Leadership Training to Career Development ASN Supervisory Leadership Trainees
- Work Commitment is influential as a variable intervening work competency relationship to career development asn supervisory leadership trainees
- Work Commitment is influential as a variable intervening job satisfaction relationship to Career Development ASN Supervisory Leadership Trainees

2. RESEARCH METHOD

This research was carried out with a quantitative approach with an ex post facto type of research, namely a study that aims to analyze the influence of Exogenous variables (causes), namely Training Education, work competence and Work Commitment to Endogenous variables (consequences), namely career development asn participants in the Regional Government Leadership Training of Padang Pariaman Regency. This research sample was 59 people from the State Civil Apparatus Participating in the Leadership Training of the Regional Government Supervisor of Padang Pariaman Regency. Data processing uses Path analysis.

3. RESULTS OF RESEARCH AND DISCUSSION

Results of Research

Path analysis can be used to determine direct or indirect relationships. Model I is obtained in table 1 of this condensation:

Table 1. Summary of Test Results analysis of the Effect of Supervisory Leadership Training, Job Competencies and Job Satisfaction on Career Development

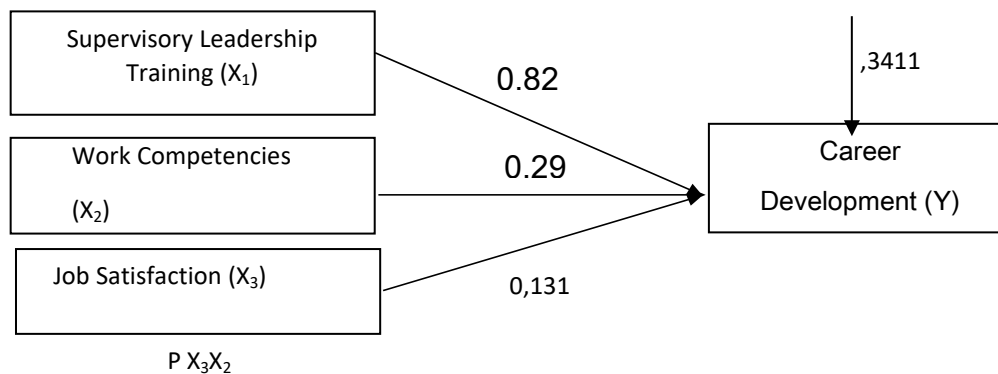
Dependent Variabel	Independent Variabel	Beta	Signifikansi
Career Development (Y)	Supervisory Leadership Training ($X_{.1}$)	0,824	0,000
	Work Competencies ($X_{.2}$)	0,295	0,001
	Job Satisfaction (X_3)	0,131	0,129
	F	216,843	0,000
	R^2	0,922	

Source: Data: Data Processing Results

Based on Table 1, it is obtained that all free variables, namely: Leadership Training, Job Co-existence and Job Satisfaction have a significant effect on Career Development. This is because each variable X_1 , X_2 , X_3 acquires its significance smaller than 0.05. While the value of R^2 (R Square) is 0.922 which means that the contribution of variables X_1 and X_2 and X_3 to Y is 92.2% and the remaining 7.8% is a contribution of other variables that were not included in the study. And the value R^2 , obtained e_1 by means of $e_1 = \sqrt{1 - 0.922} = 0.3114$. Based on the above results, structural equations are obtained, namely:

$$Y = 0,824.X_1 + 0,295 X_2 + 0,131 X_3 + 0,3414$$

From the above data processing, a Model I Path Diagram can be obtained, as follows:



Model I – Path Analysis

Multiple linear regression analysis is still used in future research to obtain the coefficient of model two path, this is with the aim of knowing the presence or absence of free variable influence (Supervisory leadership training, Job Competence and Job Satisfaction on intervening variables (Work Commitment). Can be seen in the table below:

Table 2. Summary of Test Results of Analysis of The Influence of Supervisory Leadership Training, Job Competencies And Job Satisfaction on Work Commitments

Dependent Variabel	Independent Variabel	Beta	Signifikansi
Work Commitment (M)	Supervisory Leadership Training (X ₁)	0,296	0,028
	Work Competencies (X ₂)	0,821	0,000
	Job Satisfaction (X ₃)	0,188	0,334
	F	37,027	0,000
	R ²	0,669	

Data Source: Data Processing Results

The significance value of the Leadership Training variable (X_1) = 0.028 < 0.05. This means that Leadership Training (X_1) has a significant effect on work commitment (M), the value of the variable significance of job competency training (X_2) = 0.000 < 0.05. This means that Work Competence (X_2) has a significant effect on Work Commitment (M).

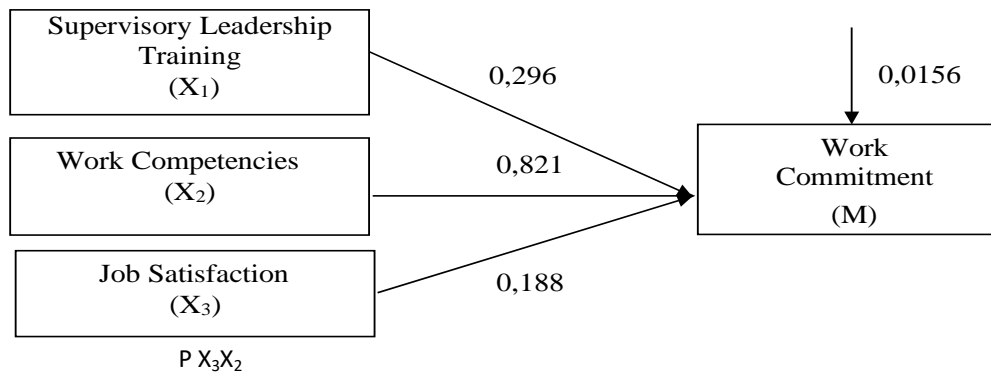
Job Satisfaction Variable (X_3) = 0.334 > 0.05 which means Job Satisfaction (X_3) has no significant effect on Work Commitment (M). While the value of R^2 (R Square) contained in the Summary Model table is 0.669 which means that the contribution of variables X_1 and X_2 and X_3 to Y is 69.9% and the remaining 30.1% is a contribution of other variables that were not included in the study. And from the value R^2 (R Square), obtained e_1 by means of $e_1 = \sqrt{1 - 0.699} = 0.0156$

From the above data processing, a Model I Path Diagram can be obtained, as follows: Based on the results above, structural equations are obtained, namely:

$$M = 0,296 X_1 + 0,821 X_2 + 0,188 X_3 + 0,0156$$

Furthermore, multiple linear regression analysis is still used in future research to obtain the coefficient of model two path, this with the aim of knowing whether or not the influence of intervening variables work commitments

on bound variables (Performance). Can be seen in the table below From the data processing above, a Model I Path Diagram can be obtained, as follows:



Modle II – Path Analysis

Furthermore, multiple linear regression analysis is still used in future research to obtain the coefficient of model two paths, this is with the aim of knowing the presence or absence of intervening variables (Work Commitment) on Performance-bound Variables. Can be seen in table 3 below:

Table 3. Summary of Test Results Analysis Of The Effect of Work Commitment on Performance

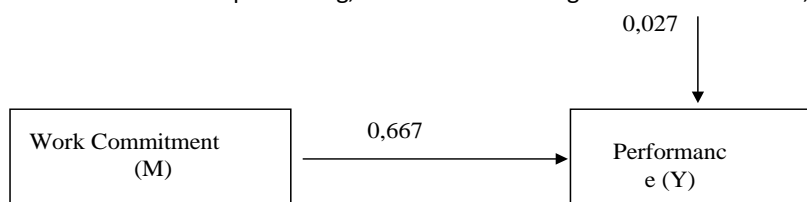
Dependent Variabel	Intervening Variabel	Beta	Signifikansi
Career Development (Y)	Work Commitment (M)	0,667	0,000
	F	68,136	0,000
	R ²	0,544	

Data Source: Attachment Data Processing Results

The significance value of the intervening variable (M) = 0.000 < 0.05. This means that the intervening variable (M) has a significant effect on Career Development (Y), while the value of R² (R Square) contained in the Summary Model table is 0.544 which gives the meaning that variable contribution Komitmen Kerja (M) terhadap Y adalah sebesar 54,4 % dan sisanya sebesar 45,6 % merupakan kontribusi dari variabel-variabel lain yang tidak dimasukkan dalam penelitian. Dan dari nilai R² (R Square), diperoleh e1 dengan cara $e1 = \sqrt{1 - 0,544} = 0,0027$

From the processing of the above data, a Model III Path Analysis can be obtained, as follows: Based on the results above, the structure equation is obtained, namely: $Y = 0.667 M + 0.0027$

From the above data processing, a Model II Path Diagram can be obtained, as follows: 0027



Modle III – Path Analysis

Direct and Indirect Influence Test

The following stage 2 path analysis is to test the direct relationship between the Influence of Work Commitment as a Variable Intervening Relationship of Supervisory Leadership Training, Work Competence and Job Satisfaction against Performance shown by Table 4 below:

Table 4. Summary of Test Results of Influence Analysis Work Commitment As Variable Intervening Relationship of Supervisory Leadership Training, Job Competencies and Job Satisfaction Towards Career Development

Dependent Variabel	Independent Variabel	Coefficient of Regression and Significance			
		Stage 1		Stage 2	
		B	Sig	B	Sig
Career Development (Y)	Supervisory Leadership Training (X ₁)	0.824	0.000	0.812	0.000
	Work Competencies (X ₂)	0.295	0.001	0.263	0.008
	Job Satisfaction (X ₃)	0.131	0.129	0.123	0.157
	Work Commitment Mediation Variable (M)	-	-	0.339	0.011
	R ²	0.922		0.923	
	Change R ²			0.001	

Sumber Data: Hasil Pengolahan Data

Based on table 4, it can be seen that in stage 1, Supervisory Leadership Training (X₁) has a significant effect with a signification value of 0.000 < 0.050, Work Competence (X₂) has a significant effect on Career Development with a signification value of 0.001 < 0.050 while Job Satisfaction is not with a significant value of 0.129 > 0.050. Furthermore, it can be explained here, that the effect of free variables on bound variables is explained by the value of R² of 0.922 or 92.2%.

In the second stage, Supervisory Leadership Training (X₁) has a significant effect with a signification value of 0.000 < 0.050, Work Competence (X₂) has a significant effect on Career Development with a signification value of 0.008 < 0.050 while Job Satisfaction is not with a significant value of 0.157 > 0.050. Furthermore, it can be explained here, that the effect of free variables on bound variables is explained by the value of R² of 0.903 or 90.3%. Supervisory Leadership Training (X₁) has a significant effect with a signification value of 0,000 < 0.050, Work Competency (X₂) has a significant effect on Career Development with a signification value of 0.001 < 0.050. While Job Satisfaction is not with a significant value of 0.129 > 0.050'. And furthermore, by including variable intervening work commitment (M) has a significant effect on career development-bound variables (M) with a signification value of 0.011 or < 0.05. This means that work commitment serves as a variable intervening relationship between Supervisory Leadership Training (X₁), Job Competencies (X₂) and Job Satisfaction (X₃) to Career Development (Y). Furthermore, it can be explained here, that the effect of free variables on bound variables is explained by the value of R² of 0.922 or 92.2%. After entering the Work Commitment Variable (M) in the second test stage there is an effect of R² value of 0.923 or 92.3%. Or there is an increase of 0.01%.

4. CONCLUSIONS AND SUGGESTIONS

Conclusions

The conclusion of the results of this study is as follows: Supervisory Leadership Training has a significant effect on the Career Development of Supervisory Leadership Training participants in Padang Pariaman Regency declared, accepted; Work Competencies have a significant effect on the Career Development of Supervisory Leadership Training participants in Padang Pariaman Regency declared, accepted; Job Satisfaction has a significant effect on career development of supervisory leadership training participants in Padang Pariaman Regency declared, rejected

Supervisory Leadership Training has a significant effect on the Work Commitment of Supervisory Leadership Training participants in Padang Pariaman Regency declared, accepted; Work Competence has a significant effect on the Work Commitment of Supervisory Leadership Training participants in Padang Pariaman Regency declared, accepted; Job Satisfaction has a significant effect on the Work Commitment of Supervisory Leadership Training participants in Padang Pariaman Regency declared, rejected

Work Commitment has a significant effect on the Career Development of Supervisory Leadership Training participants in Padang Pariaman Regency declared, accepted; Work Commitment as intervening variables gives influence between Supervisory Training Education on Career Development of Supervisory Leadership Training

participants in Padang Pariaman Regency declared, accepted

Work Commitment as an intervening variable exerts an influence between Work Commitments on the career development of supervisory leadership training participants in Padang Pariaman Regency declared, accepted; Work Commitment as an intervening variable gives an influence between Job Satisfaction on the career development of participants of the Supervisory Leadership Training in Padang Pariaman Regency declared, rejected

Suggestions

To improve Training Education Supervisors are advised to make policies in terms of building good Work Competencies so that each can improve career development with fundamental consideration towards a person to carry out the Supervision Training Education Curriculum in accordance with expertise and position.

To improve Work Competence, it is recommended to make policies to respondents in terms of building good Work Competencies so that each can improve performance with a very fundamental consideration of a person to carry out work discipline in accordance with their Main Duties and Functions and create an Activity SOP. To increase job satisfaction, it is recommended to make policies aimed at respondents to carry out work carried out in accordance with their satisfaction in working. , then This becomes something that must be considered for the time being

To increase work commitments, it is recommended to provide various types of assignments to keep working with this organization. This means that the problem of the work commitment of participants of the Supervisory Leadership Training in Padang Pariaman Regency to improve development is recommended by participants of the Supervisory Leadership Training in Padang Pariaman Regency by being fully able to find the easiest method of completing the work, fostered directed and guided to have knowledge so that they can complete the work well.

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