

Exploring the Impact of Mutation and Promotion on Career Development and Employee Performance at the Education and Culture Office

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ABSTRACT

Improving employee performance in government agencies such as the education and culture office is an important element in efforts to provide quality public services. Mutation and promotion are two mechanisms that are often used in human resource management to optimize employee career development. This study aims to analyze and understand the effect of mutation and promotion on employee career development and its impact on employee performance at the Education and Culture Office. This study used a quantitative approach by collecting primary data through questionnaires distributed to a sample of employees at the Education and Culture Office. The data obtained were analyzed using descriptive statistical methods and regression analysis to assess the relationship between mutation, promotion, career development, and employee performance. The results of this study show that mutations and promotions have a significant influence on the career development of employees at the Education and Culture Office. The career development of employees, in turn, contributes positively to the improvement of their performance.

Keywords: Mutation, Promotion, Career Development, Employee Performance, Education and Culture Office.

INTRODUCTION

Public service systems in every country have a crucial role in the development and welfare of society. Effective and efficient public services are essential to ensure that people's needs are properly met. In order to ensure that government employees work well, human resource management (HR) becomes a very important aspect. HR management involves many factors, including employee career development, promotion, and mutation.

The Education and Culture Office is an important part of the public service system in many countries (Zohriah, & Nasrudin, 2020). This institution has a great responsibility in providing education, cultural preservation, and human resource

development. Therefore, the performance of employees in the Education and Culture Office greatly impacts the progress of education, cultural development, and economic growth of the country.

Career development has a very large existence for private and government organizations because career development is a benchmark for employees in carrying out career coaching (Leovani, & Clara, 2022). In the career development of employees in the Education and Culture Office is very important. Good career development can increase employee motivation, help them hone skills and knowledge, and ultimately improve the quality of services provided by this agency to the community.

Mutation and promotion are also a special concern in the HR management of the Education and Culture Office. Mutation is a change in the placement or movement of employees from one position or organizational unit to another position or organizational unit within the same company or organization (Asyari, et, al., 2021). Mutations can occur for a variety of reasons, such as meeting organizational needs, employee rotation, or career advancement. Goals can vary, such as giving employees greater experience, filling a vacancy, or meeting other organizational needs. Mutations usually do not always result in changes in an employee's job level or salary, but involve a change in location or job responsibilities.

Employee performance is an important factor in the success and growth of a company or organization (Cahyaningsih, & Anggraeni, 2022). Performance evaluation is usually the basis for employee development, rewarding, promotion, and decision-making related to human resources. Employee performance refers to the extent to which an employee achieves or exceeds the goals and standards set by the company or organization where he works.

Meanwhile, promotion is an increase in the position or position of an employee in the organizational hierarchy (Holipah, et, al., 2022). Promotion usually involves raises and greater responsibility. It is a recognition of the employee's good performance and potential to fill higher roles in the organization. Promotion can occur when an employee successfully meets certain requirements or performs very well in his current position. This is a way to encourage employee motivation and career development and ensure that competent people fill more senior positions in the organization.

The implementation of public services in the field of education and culture, career development of employees in the Education and Culture Office are important factors that can improve their performance (Al Rinadra, et, al., 2022). Mutation and promotion are two tools that are often used in human resource management to achieve this goal. However, the concrete effect of mutation and promotion on career development and employee performance at the Education and Culture Office still needs further investigation. This research will provide deeper insights into how these factors interact in the context of these agencies and how they can be improved to support better public service delivery.

THEORETICAL BASIS

Employee Performance

(Mea, 2022) Employee performance refers to the extent to which an individual in the work environment achieves the goals, responsibilities, and tasks that have been assigned to him. This is an evaluation of how a person does his job in terms of productivity, efficiency, effectiveness, and quality of work produced. Employee performance covers a wide range of aspects, including the ability to meet targets, achieve expected results, and contribute to organizational goals.

Employee performance is a key element in organizational success. Effective performance evaluations help organizations identify employee strengths and weaknesses, design career development, reward them, and take corrective action when necessary. Employee performance also has an impact on organizational effectiveness and efficiency, the quality of products or services produced, and customer or other stakeholder satisfaction (Ikhsannudin, et, al., 2021). Therefore, understanding and managing employee performance is a key element in human resource management and organizational success.

Mutation

Mutation in human resource management and organization refers to the movement or transfer of employees from one position or organizational unit to another position or unit in the same organization (Karianga, & Amalia, 2022). Mutations can occur for a variety of reasons and can involve different levels of positions in the

organization. Mutations are often done with the aim of filling organizational needs, increasing the flexibility of human resources, or helping employee career development.

The mutation process usually involves the selection of employees to be transferred, approval from the management or departments involved, and the implementation of the transfer. There are also legal aspects that need attention, especially in terms of changes in employee status, salaries, and their rights. Thus, mutation is an important management tool in human resource management that allows organizations to manage their human resources more flexibly and efficiently (Dipranta, et, al., 2021). Mutations can affect career development, employee satisfaction, and performance, and help organizations better achieve their goals.

Promotion

Promotion in human resource management and organization, refers to the act of increasing or increasing the position of an employee in the relevant organizational structure (Vanessa, et, al., 2021). These promotions can occur for a variety of reasons, including good employee performance, increased competence, or the organization's need to fill higher positions with competent employees. Promotions generally aim to reward employees who have shown good performance or have qualified to take over greater responsibilities in the organization. It can also serve as an incentive for employees to improve their performance.

Promotion is an important instrument in human resource management that enables organizations to reward and develop high-achieving employees, meet organizational needs for higher positions, and create motivation for employees to achieve greater goals (Darudiato, 2020). The promotion process involves selecting employees to be promoted, usually by considering various factors such as performance, experience, and competence. Promotion usually requires approval from the management or departments involved.

Career Development

Career development is a process that involves individual efforts to improve their knowledge, skills, experience, and expertise in order to achieve their career goals (Saptoprijono, 2020). The main goal of career development is to advance one's career position and quality, improve performance, and achieve personal success and

achievement. Career development often involves developing leadership skills, such as the ability to make decisions, manage teams, and motivate others.

Career development is an ongoing effort, and individuals must be actively involved in planning and executing strategies to achieve their goals (Naipospos, 2022). This could include seeking additional educational opportunities, seeking challenging projects, and seeking support from mentors or career counselors. These skills are essential in career development, especially when individuals want to advance to managerial or leadership positions.

METHOD

This research was designed using a descriptive method with a quantitative approach, used to explain the phenomena that occur regarding research data. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to employees of the South Tangerang City Education and Culture Office. The research method used is a survey method by collecting data through research instruments, and distributing questionnaires to employees of the South Tangerang City Education and Culture Office.

The population in this study was 50 employees at the Education and Culture Office of South Tangerang City. The sampling technique in this study was total sampling. With the total sampling technique, a sample of 50 employees at the Education and Culture Office of South Tangerang City was taken as respondents in this study. Data analysis techniques in this study use classical assumption tests, path analysis, and statistical hypothesis tests.

RESULT

The Effect of Mutation on Employee Career Development

From the results of statistical calculations, the variable Mutation (X1) has a significant influence on the variable Employee Career Development (Y). This can be proven by the magnitude of the path coefficient of 0.339 with a calculated value of 2.397 and ttable of 2.010, then $2.397 > 2.010$ with a probability of 0.021 ($0.021 < 0.050$). This shows that the Mutation variable (X1) has a significant influence on Employee Career Development (Y).

The results suggest that mutation actions, which may involve transferring employees to different positions or units within the organization, have a significant effect on employee career development. Career development is a process that involves an individual's efforts to enhance their knowledge, skills, and experience in order to achieve their career goals. This shows the result that mutations contribute to the career development of employees.

The Effect of Promotion on Employee Career Development

From the results of statistical calculations, the variable Promotion (X2) has a significant influence on the variable Employee Career Development (Y). This can be proven by the magnitude of the path coefficient of 0.306 with a calculated value of 2.161 and ttable of 2.010, then $2.161 > 2.010$ with a probability of 0.036 ($0.036 < 0.050$). This shows that the variable Promotion (X2) has a significant influence on Employee Career Development (Y).

These results mean that changes or variations in promotion can strongly affect the extent to which an employee's career progresses. Based on the results of the research analysis conducted, it can be stated that promotion has a considerable and important influence on the career development of employees. This shows that in the situation or context tested, promotion has a significant role in influencing the career advancement of employees.

The Effect of Mutation on Employee Performance

From the results of statistical calculations, the Mutation variable (X1) has a significant influence on the Employee Performance variable (Z). This can be proven by the magnitude of the path coefficient of 0.441 with a calculated value of 5.104 and a ttable of 2.010, then $5.104 > 2.010$ with a probability of 0.000 ($0.000 < 0.05$). This shows that the Mutation variable (X1) has a significant influence on Employee Performance (Z).

Based on the results of the analysis that has been done, it can be stated with confidence that the Mutation variable acts as a factor that has a significant influence on Employee Performance. Mutation refers to the movement or change of employee placement in the organization. These results suggest that these changes affect employees' performance markedly, with the implication that the right type and frequency of mutations may contribute positively or negatively to their performance

levels. Therefore, a good understanding of the impact of mutations can help organizations manage and improve employee performance effectively.

The Effect of Promotion on Employee Performance

From the results of statistical calculations, the variable Promotion (X2) has a significant influence on the variable Employee Performance (Z). This can be proven by the magnitude of the path coefficient of 0.339 with a calculated value of 3.960 and ttable of 2.010, then $3.960 > 2.010$ with a probability of 0.000 ($0.000 < 0.05$). This shows that the Promotion variable (X2) has a significant influence on Employee Performance (Z).

From the results of the analysis that has been done, it can be stated that the Promotion variable has a significant impact on Employee Performance. Promotion refers to the promotion of positions or responsibilities in the organization. These results reveal that promotion has a key role in improving or decreasing employee performance. In addition, it shows that the right promotion can positively affect employee productivity and contribution. Therefore, a deep understanding of how promotion affects performance is essential for human resource management and career development of employees within organizations.

The Effect of Employee Career Development on Employee Performance

From the results of statistical calculations, the variable Employee Career Development (Y) has a significant influence on the variable Employee Performance (Z). This can be proven by the magnitude of the path coefficient of 0.294 with a calculated value of 3.499 and ttable of 2.010, then $3.499 > 2.010$ with a probability of 0.001 ($0.001 < 0.05$). This shows that the Employee Career Development variable (Y) has a significant influence on Employee Performance (Z).

From the results of the analysis that has been done, it can be stated with confidence that the variable of Employee Career Development has a significant influence on Employee Performance. In this context, 'Employee Career Development' refers to efforts and programs aimed at enhancing employees' abilities, knowledge, and skills to achieve success in their work. These results reveal that career development is an important factor in shaping employee performance levels. In addition, these results highlight that investment in employees' career development can contribute positively to their efficiency and productivity.

CONCLUSION

The conclusion of the analysis results showed that there was a positive influence between mutation and employee career development of 2,397. This means that employee mutations have a significant impact on improving their career progression, with 2,397 indicating the extent of this positive influence. That is, in the context of this research or analysis, employee mutation can be considered as an important factor that contributes to the career development of employees in the organization.

From the results of the analysis that promotion has a very significant positive influence on the career development of employees by 3,960. That is, in the context of this research or analysis, promotion can be considered as a very strong factor in improving the progress and career development of employees. The number 3,960 illustrates the extent to which this positive influence occurs, and it shows that promotion has a very positive impact on advancing the careers of employees in the organization.

From the results of the analysis, it can be concluded that the career development of employees has a very significant influence on their performance by 3,499. This shows that in the context of this research or analysis, employees' career development efforts have a key role to play in improving their performance. The figure 3,499 reflects a strong level of positive influence, and it indicates that career development is a very important factor in improving employee performance in the organization.

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