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THE INFLUENCE OF CAREER DEVELOPMENT, MUTATIONS, AND INFORMATION TECHNOLOGY ON EMPLOYEE PERFORMANCE AT THE CENTER OF STATISTICS AGENCY IN BANGKA BELITUNG ISLANDS PROVINCE

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ABSTRACT

The success of an agency in achieving its goals is not only determined by the complete organizational structure or structure, but is also influenced by the factor of placing individuals in the right positions according to their abilities and expertise, which among all these individuals is a form of work partner that can determine the success or failure of an activity within the agency. From 2014 to 2018 employee mutations within the BPS Bangka Belitung Islands Province have continued to increase. In addition, optimizing employee performance in providing services certainly requires a breakthrough in the field of technological innovation to improve individual and organizational performance. One of them is the use of information technology which is a means of supporting/encouraging the organization in achieving organizational goals. Researchers want to find out more about the effect of career development, mutation and information technology on employee performance at BPS Bangka Belitung Islands Province. This study aims to see the effect of career development, mutation and information technology on employee performance at the Central Bureau of Statistics (BPS) of the Bangka Belitung Islands Province, either partially or jointly. This type of research is causal quantitative research using survey methods. The subjects and research locations were 60 BPS employees of the Bangka Belitung Islands Province. Before obtaining the best equation, the validity and reliability of the data must be guaranteed from the question items submitted by using data quality tests which include validity tests, reliability tests, and classical assumption tests (normality tests, multicollinearity tests, and heteroscedasticity tests). Data analysis used partial test (t test), simultaneous test (F test), multiple regression statistical tests and the coefficient of determination (Adjusted R Square). Validity and reliability tests were carried out to see whether the research questionnaire was valid or not. The t test was conducted to determine the effect of each independent variable on the dependent variable while the F test was conducted to determine whether the independent variables simultaneously had a significant effect on the dependent variable. The results of the study show that there is an influence of career development, mutation, and information technology on employee performance at the Central Bureau of Statistics (BPS) of the Bangka Belitung Islands Province. Career development, transfer, and information technology successively have an influence of 15.1 percent, 17.0 percent, and 17.4 percent on the performance of BPS employees in the Bangka Belitung Islands Province. While the three variables together give an effect of 32.5 percent. There is the influence of career development, mutation, and information technology together on the performance of BPS employees of the Bangka Belitung Islands Province.

Keywords: *career development, mutations, information technology, performance*

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INTRODUCTION

Career development affects employee performance. Career development is an agency effort in order to provide opportunities for employees to pursue their careers to a higher career level in order to support the achievement of organizational goals. For this reason, the organization must provide opportunities for every employee to achieve a solid career. In addition, in order for an employee to be more productive and develop his career, he needs treatment from the agency where he works in the form of a mutation. Mutation is a transfer of position carried out from one level/place to another level/place. One form of coaching for Civil Servants is transfer,

as specified in Law Number 5 of 2014 article 55 concerning State Civil Apparatuses (Ambar & Ambarita, 2017). From 2014 to 2018 employee mutations within the BPS Bangka Belitung Islands Province have continued to increase. With the frequent transfer of employees, it will cause the employee concerned to have to adapt quickly in a new environment in a short time. This results in the low performance of the employee concerned (Yulianti et al., 2023).

In addition to career development and transfers, information technology influences employee performance. Optimizing employee performance in providing services certainly requires a breakthrough in the field of technological innovation to improve individual and organizational performance. One of them is the use of information technology which is a means of supporting/encouraging the organization in achieving organizational goals. Utilization of information technology can be done effectively if members in the organization can use the technology well. Effective use of technology can improve performance (Mangkunegara, 2011).

According to Moenir (2014), information technology has a very important role and is needed in supporting modern office activities. Information technology (hardware and software) besides functioning for processing and storing information, also has a function as a communication technology for conveying and disseminating information (Suyanto, 2005).

As a data provider, BPS always strives to improve its services to meet consumer needs. All employees must play an active role in improving the quality of BPS data. If every statistical activity starting from activity planning, data collection, data processing, data analysis to publication and data dissemination is carried out properly in accordance with the provisions, of course the quality of BPS data will be very well maintained. Good data quality is the main key to optimal service to data users (Hasibuan, 2011).

The results of the Data Satisfaction Survey (SKD) conducted by an independent agency (PT Iconesia) in 2015 for data users showed that there was still a feeling of dissatisfaction among data users with the quality of the data, namely 42.86 percent, which was provided by the BPS of the Bangka Belitung Islands Province. This shows that the performance of the BPS Bangka Belitung Province still needs to be improved, which means that the performance of BPS Bangka Belitung employees is still not optimal.

METHOD

The approach in this research is quantitative. The population is all elements that are the object of research, namely all employees at the Office of the BPS-Statistics of Kepulauan Bangka Belitung Province totaling 60 respondents. Furthermore, the data collection technique used a questionnaire with a Likert scale. Then the data analysis uses multiple linear regression analysis (J. Supranto, 2000; Sugiyono, 2015).

RESULTS AND DISCUSSION

Validity Test Results

Table 1. Validity Test Result

No.	Variable	Question Items	R_{count} (correlations coefficient)	r_{table} (sign 5%)	Sign 2 tailed	Conclusion
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Career Development (X_1)	X_{11}	0,631	0,254	0,000	Valid
		X_{12}	0,656	0,254	0,000	Valid
		X_{13}	0,334	0,254	0,009	Valid
		X_{14}	0,632	0,254	0,000	Valid
		X_{15}	0,758	0,254	0,003	Valid
		X_{16}	0,569	0,254	0,000	Valid
		X_{17}	0,393	0,254	0,002	Valid
		X_{18}	0,637	0,254	0,000	Valid
		X_{19}	0,496	0,254	0,000	Valid
		X_{110}	0,708	0,254	0,000	Valid
		X_{111}	0,117	0,254	0,374	Invalid
		X_{112}	0,419	0,254	0,001	Valid
2.	Mutation (X_2)	X_{21}	0,186	0,254	0,155	Invalid
		X_{22}	0,342	0,254	0,007	Valid
		X_{23}	0,577	0,254	0,000	Valid
		X_{24}	0,543	0,254	0,000	Valid
		X_{25}	0,493	0,254	0,000	Valid
		X_{26}	0,561	0,254	0,000	Valid
		X_{27}	0,358	0,254	0,005	Valid
		X_{28}	0,553	0,254	0,000	Valid
		X_{29}	0,469	0,254	0,000	Valid
		X_{210}	0,484	0,254	0,000	Valid
		X_{211}	0,444	0,254	0,000	Valid
		X_{212}	0,330	0,254	0,010	Valid
3.	Information Technology (X3)	X_{31}	0,395	0,254	0,002	Valid
		X_{32}	0,169	0,254	0,198	Invalid
		X_{33}	0,503	0,254	0,000	Valid
		X_{34}	0,683	0,254	0,000	Valid
		X_{35}	0,019	0,254	0,888	Invalid
		X_{36}	0,019	0,254	0,888	Invalid
		X_{37}	0,146	0,254	0,266	Invalid
		X_{38}	0,389	0,254	0,002	Valid
		X_{39}	0,389	0,254	0,002	Valid
		X_{310}	0,444	0,254	0,000	Valid
4.	Employee Performance (Y)	Y_{11}	0,243	0,254	0,061	Invalid
		Y_{12}	0,554	0,254	0,000	Valid
		Y_{13}	0,757	0,254	0,000	Valid
		Y_{14}	0,663	0,254	0,000	Valid
		Y_{15}	0,593	0,254	0,000	Valid
		Y_{16}	0,343	0,254	0,007	Valid
		Y_{17}	0,321	0,254	0,012	Valid
		Y_{18}	0,164	0,254	0,211	Invalid
		Y_{19}	0,540	0,254	0,000	Valid

No.	Variable	Question Items	R_{count} (cerrelations coefficient)	r_{table} (sign 5%)	Sign 2 tailed	Conclusion
(1)	(2)	(3)	(4)	(5)	(6)	(7)
		Y_{110}	0,101	0,254	0,442	Invalid
		Y_{111}	0,505	0,254	0,000	Valid
		Y_{112}	0,765	0,254	0,000	Valid
		Y_{113}	0,421	0,254	0,001	Valid
		Y_{114}	0,813	0,254	0,000	Valid

Source: Processed with SPSS version 22

Based on the table above, shows that all of the question items for career development (X1), mutation (X2), information technology (X3), and employee performance (Y1) have a Correlation coefficient (r-count) > r-table, namely at significant level 5% ($\alpha = 0.05$) and n = 60. Therefore, the value of r-table = 0.254 proves that all items in this study are declared valid.

Reliability Test Results

Table 2 Reliability Test Results

No.	Variable	Cronbach's Alpha	Number of Items	Conclusion
(1)	(2)	(3)	(4)	(5)
1.	Career Development (X_1)	0,796	11	Reliable
2.	Mutation (X_2)	0,653	11	Reliable
3.	Information Technology (X_3)	0,732	6	Reliable
4.	Employee Performance(Y)	0,854	13	Reliable

Source: Processed with SPSS version 22

The output results above show Cronbach's Alpha variable Career Development (X1) of 0.796 > 0.60, mutation variable (X2) showing a value of 0.653> 0.60, information technology (X3) showing a value of 0.732 > 0.60 and employee performance (Y) 0.854 > 0.60. This shows that all statement items in this study are stated to be reliable or consistent.

Normality Test Results

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test	*Unstandardized Residual*
(1)	(2)
Asymp. Sig. (2-tailed)	0,200

Source: Processed with SPSS version 22

Based on table 3, using the Kolmogorov-Smirnov normality test it is known that the Unstandardized Residual value is 0.200 > 0.05, so it can be concluded above that the data is normally distributed.

Multicollinearity Test Results

Table 4. Multicollinearity Test Results

Model	*Sig.*	*Collinearity Statistics*	
		Tolerance	*VIF*
(1)	(2)	(3)	(4)
Career development	0,016	0,921	1,086
Mutation	0,016	0,888	1,126
Information Technology	0,013	0,890	1,123

Source: Processed with SPSS version 22

From table 4, a tolerance value of 0.921 was obtained for career development, 0.888 for mutation and 0.890 for information technology. While the VIF score is 1.086 for career development, 1.126 for mutation and 1.123 for information technology. The tolerance value is > 0,1 and the VIF < 10 so it can be concluded that there are no symptoms of multicollinearity.

Heteroscedasticity Test Results

Table 5. Glejser Test Results

Model	*Unstandarized coefficients*		*Standarized coefficients*	*t*	*Sig.*
	B	*Std. Error*	*Beta*		
(1)	(2)	(3)	(4)	(5)	(6)
(Constant)	6,187	4,963		1,247	0,219
Career Development (X_1)	0,583	0,173	0,435	3,365	0,002
Mutation (X_2)	0,766	0,230	0,430	3,323	0,002
Information Technology (X_3)	1,734	0,677	0,290	2,561	0,013

Source: Processed with SPSS version 22

In table 5 it can be seen that the data significance of each variable is <0.05 so that it can be said that there is a heteroscedasticity problem for each variable in the study.

Multiple Linear Regression Test Results

The best model of the multiple regression equation in this study is:

$Y = 19.533 + 0.277\ X_1 + 0.235\ X_2 + 1.734\ X_3$

Table 6 . Multiple Linear Regression Test Results

Model	**Unstandarized Coefficients**		**Standarized Coefficients**	**t**	**Sig.**
	B	***Std. Error***	***Beta***		
(1)	(2)	(3)	(4)	(5)	(6)
(Constant)	19,533	8,210		2,379	0,021
Career development	0,277	0,111	0,278	2,490	0,016
Mutation	0,235	0,095	0,281	2,478	0,016
Information Technology	1,734	0,677	0,290	2,561	0,013

Source: Processed with SPSS version 22

The results of multiple linear regression analysis show that:

1) Constant (a) = 19.533
   Constants can be interpreted as numbers without variables, with a constant value of 19.533 meaning that performance does not affect other variables. In addition, it also means that the performance value is 19.533 without being influenced by the variables of career development, mutation, and information technology.
2) Regression coefficient ($ß_1$) = 0.277
   If career development has increased, it is better for one unit, assuming other variables still allow for an increase in performance, namely 0.277 units. The positive direction means that if the career development increases, the performance of employees at the BPS Bangka Belitung Islands Province will also increase.
3) Regression coefficient ($ß_2$) = 0.235
   The positive direction on the efficient regression means that the high mutation affects the high performance in an organization. The coefficient value of 0.235 means that if mutation has increased by one unit, then the performance of employees in the BPS Bangka Belitung Islands Province will increase by 0.235 units, assuming other variables remain.
4) Regression coefficient ($ß_3$) = 1.734
   The regression equation can be interpreted that the high information technology affects the performance of employees in an organization. The coefficient value of 1.734 means that if the information technology has improved by one unit, then the performance of employees in the BPS Bangka Belitung Islands Province will also increase by 1.734 units, then the other variables are constant.

F -Test Results

Table 7 F-Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
(1)	(2)	(3)	(4)	(5)	(6)
Regression	286,424	3	95,475	10,472	0,000[b]
Residual	510,560	56	9,117		
Total	796,983	59			

Source: Processed with SPSS version 22

The results of the F statistical test have a probability value of 0.000 <0.05, so it can be concluded that all independent variables, namely career development, mutation and information technology, together have a positive and significant influence on the dependent variable, namely employee performance.

t-test results

Table 8. t-test results

Model	t	Sig.	*R Square*	*Adjusted R Square*
(1)	(2)	(3)	(4)	(5)
Career development	3,392	0,001	0,166	0,151
Mutation	3,616	0,001	0,184	0,170
Information Technology	3,663	0,001	0,188	0,174
Career development, Mutation and Information Technology			0,359	0,325

Source: Processed with SPSS version 22

If the value of sig <0.05 then the independent variable individually has a significant effect on the dependent variable. From the results above, it can be concluded that career development have a positive and significant effect on employee performance with a sig value of 0.001 <0.05. Then partially mutation has a positive and significant effect on employee performance, which is marked by a sig value of 0.000 <0.05 and a positive and significant influence of information technology on employee performance with a sig value of 0.000 <0.05.

Coefficient of Determination Results

Based on the results of the coefficient of determination test for a simple linear regression equation as shown in table 8, Adjusted R Square shows the coefficient of determination or the role of variance (independent variable about the dependent variable) with the Adjusted R Square number of 0.325 indicating that 32.5% of employee performance variables are influenced by variables Career development, Mutation and Information Technology, the remaining 67.5% is explained by other factors.

Influence of Career development on Employee Performance

The first hypothesis (H1) proposed in this study is the effect of career development on employee performance. Based on the regression results, it can be concluded that employee career development has a positive effect on employee performance. Thus, to increase employee career development is to provide opportunities for employees to expand their knowledge and skills in the field of work they are doing. In addition, efforts are made to employee career development through technical training related to the field of work they undertake. For career development, it is advisable that in the placement of employees and in filling positions, the aspects of the suitability of the educational background and competencies of individual employees should be considered. This is supported by research of (Mulyani & Saputri, 2019; Robbins, 1996; Rosyidawaty & Sembiring, 2018; Sastrohadiwiryo & Syuhada, 2019; Sihombing et al., 2021), which states that career development has a significant effect on employee performance.

The Effect of Mutation on Employee Performance

The second hypothesis (H2) proposed in this study is the influence of mutation on employee performance. From the results of the study, it is clear that mutation affects employee performance in the organization. However, from the results of this study, it can be concluded

that in management practice, not only maintaining but development a mutation that is following organizational development will have a positive effect on the organization which ultimately leads to high-performance improvements in employees. In addition, employee mutation should no longer be seen as a legacy of the past or only as a written guideline for the organization. Employee mutation must be seen as a strategy in facing competition.

Employee mutation requires a process because the changes that occur in the organization involve changes in the people who are in the organization including differences in perceptions, desires, attitudes, and behaviors. Good Mutation will trigger employees to increase of they performance. The results of this study support the research of (Fauzi & Siregar, 2019; Muzakki et al., 2016; Rahayu et al., 2020; Sabar et al., 2017; Suparinah, 2015), which stated that mutations have a positive and significant effect on performance.

The Influence of Information Technology on Employee Performance.

The first hypothesis (H1) proposed in this study is the effect of information technology on employee performance. Based on the regression results, it can be concluded that information technology has a positive effect on employee performance. The results of this study indicate that information technology can improve employee performance. For this reason, an understanding of information technology must continue to be well developed for employees. If information technology can be applied properly and appropriately it will support employee performance optimally.

In this case, the computer facilities in the agency greatly affect the application of information technology in the agency. With the increasing number of supporting facilities provided for employees, it will make it easier for employees to access the data needed to complete individual tasks within the organization. The results of this study support the research of (Muzakki et al., 2016; Pangerapan et al., 2022; Pardede & Mustam, 2020; Putra Tampi et al., 2022; Sedarmayanti, 2018), which states that information technology has a positive and significant effect on performance.

CONCLUSION

From the research that has been done, it can be concluded that the final results are: Career development has a positive effect on the performance of BPS employees in the Bangka Belitung Islands Province. Efforts made by BPS in developing the careers of its employees through the management of career patterns and talents which are directed not only to the technical (statistics) but also to the non-technical fields have had a positive influence on the performance of its employees

Employee mutations have a positive effect on BPS employee performance in the Bangka Belitung Islands Province. In improving the performance of its employees, BPS implements a cross-functional mutation policy that is adjusted to the applicable staffing rules with certainty about the duration of the working period in the required position.

Information technology has a positive effect on the performance of BPS employees in the Bangka Belitung Islands Province. In supporting optimal employee performance, BPS implements a flexible working space (FWS) as the new normal. FWS is the regulation of employee work patterns that maximize information and communication technology to increase

and maintain employee productivity and ensure the continuity of task implementation by providing work location flexibility.

Career development, employee mutations and information technology together have a positive effect on employee performance at BPS Bangka Belitung Islands Province. In order for the performance of BPS employees to be effective and efficient, it is necessary to map the types of work that can be done remotely and work that must be done in the office, develop business processes and calibrate workload analysis.

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