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ANALYSIS OF EFFECT OF TRAINING AND CAREER ON THE PERFORMANCE OF CIVIL SERVICE THROUGH MOTIVATION IN COMMUNITY NATIONAL DEFENSE THE STATE (KOHANUDNAS)

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Abstract
This study aimed to analyze the influence of training and career on the performance of the civil service through the motivation of the national community defense. The sample used in this study is the number of the State Civil Servants as many as 109 people of the total population of 150 people. Sampling using purposive sampling and analysis using path analysis.
The results showed that motivation variable partially affects employee performance. T is 20.500. The significant value of 0.00. The significance value less than 0.05. R squared value is 0.994. This means that the motivation variable influence on employee performance is 99.4% and the rest influenced by other variables not included in the model equations. The direct effect of training on the performance of employees is 0,388. Effect of training on performance through motivation is 0.825 X 0.548 = 0.4521. In this case, the indirect effects are smaller than the direct effect that it can be said that the motivation variable is an intervening variable. The direct effect on performance career is 0.237. Career influence on performance through motivation is 0.114 X 0.548 = 0.062. In this case the indirect effect is smaller than the direct effect so that it cannot be said that the motivation variable is an intervening variable.

Keywords: training, career, motivation, and performance of employees.

Introduction
Human Resources Management (HRM) in an organization should always be carried out in order to achieve organizational goals effectively and efficiently. It depends on the good and bad of his own human resource development. One of the fundamental issues as a government institution is the application of the principles of good governance in the deployment policy apparatus. Jayantri and Netra (2013) revealed that the variable achievement, education, work experience, recognition and opportunity to grow simultaneously have a significant positive influence on the career development of civil servants in order peace office and civil service police unit of Denpasar.

The reality still many members of Aceh which does not use the opportunity for training to improve competency in the performance of his job. Even still obsessed with a loss at the time of his education as not obtaining meal allowance and others. So often employees only obtain a career in accordance with the terms of working time rather than on performance.

In employee career paths that should be based on an objective assessment, but tend to be caused due to the proximity between personnel only. Therefore, targeted human resource development needs to be managed properly and correctly.

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Literature Review

Training
Training is the responsibility of the manager/head of the organization to develop the skills and expertise of employees/employee in an organization. According to Noe et al, (2008: 351), training is a planned effort to facilitate the learning of the employees of the knowledge, skills, and behaviors related to the job.

Sedarmayanti (2013: 379), the training is a learning process by using certain techniques and methods, in order to improve the expertise/skills a person or group of people are dealing with the duties and functions through systematic and organized procedures that take place in a relatively short time.

Training is a planned effort to simplify teaching employees to improve the skills and behaviors related to work through systematic and organized procedures that take place in the relatively short time and has the goal of increasing compliance, morale, responsibility, and productivity of work and improve the quality of work.

Career
Understanding the hierarchy of career is a job ever held by a person as long as the person is working in an organization or company. For the people who have a good career, it means that it occupies a good job or position anyway. A good job or position in this sense is a job that is challenging, more prestigious, more authority and responsibility where it is all the more impact the amount of compensation (salary/wages) received by those employees.

According to Tohardi (2002: 281), There are five factors that will influence whether or not a smooth career of an employee if you want to achieve a higher career. Five factors, namely:
1. The attitude of superiors, peers, and subordinates.
2. Experience
3. Education
4. Achievement
5. Fate

From the above understanding, the career is a sequence of work activities are separate but related that provides continuity, regularity, and meaning to life someone.

Motivation
Motivation is the desire for someone to do something as a result of encouragement from themselves and from outside of the employee. Besides the motivation, they can be interpreted as encouraging someone to take action because they want to do. According to Wibowo (2013: 379) argues that motivation is the encouragement of a process of human behavior on the achievement of goals. While the elements contained in the motivation includes elements evoke, direct, guard, showing intensity, are ongoing and their purpose.

From the above opinion, that arises in employee motivation or through external stimulation of these employees. In organizations, leaders, in this case, prosecuted play a greater role in providing stimulus and incentive for employees more motivated to produce a satisfactory output and continue attempted to further enhance their work.

Performance
Performance in the organization, is the answer to the success or failure of the organization's goals have been set. The supervisor/managers often do not notice unless it has very bad or anything so completely wrong. According to Hasibuan (2011: 34) suggests "Performance (job achievement) is a result of work achieved in executing the tasks charged to him based on skills, experience, and sincerity as well as time".

Performance is a condition that must be known and confirmed to certain parties to find out the level of achievement of the results of an agency associated with the vision carried out by an organization or company and know the positive and negative effects of an operational policy.

Research Methods

Sample
The sample used in this study is the number of Civil Servants as many as 109 people. Sampling using a purposive sampling method. This sampling is a sampling in a unit of analysis with regard to the same characteristics in the sample.

Research Data Analysis
Data using SPSS 22.
1 Test data quality (Test Validity and Reliability Test)
2 Descriptive Analysis
3 Basic Classical Assumption Test
4 Path Analysis

Research Results and Discussion

Substructure Equation 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,921a	,849	,844	1,048

a. Predictors: (Constant), X2, X1

Coefficients $\varepsilon1 = \sqrt{(1 - R^2)}$
$\varepsilon1 = 0,388\sqrt{(1 - 0,849)}\sqrt{0,151}$
S1 equation:
$$X_3 = \rho_1 X_1 \rho_2 X_2 \rho_x \varepsilon_x$$
Where: X_1 = training, X2 = career and X3 = motivation

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,656	3,744		2,045	,046
X1	,839	,094	,825	8,957	,000
X2	,117	,094	,114	2,238	,221

a. Dependent Variable: X3

Based on the table above, the structural equation 1 can be described
X3 = 0,825X1 + 0,114X2 + 0,388ε1

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	352,353	2	176,177	160,339	,000b
Residual	62,630	57	1,099		
Total	414,983	59			

a. Dependent Variable: X3
b. Predictors: (Constant), X2, X1

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Substructure Equation 2:

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,997a	,994	,994	,206

a. Predictors: (Constant), X3, X2, X1

Coefficients $\varepsilon 2 = \sqrt{(1 - R^2)}$
$\varepsilon 2 = 0,077\sqrt{(1 - 0,994)}\sqrt{0,006}$

S2 equation:
$$Y = \rho_1 X_1 \rho_2 X_2 \rho_3 X_3 \varepsilon_1$$
Where: X_1 = training, X2 = career, X3 = motivation and Y = performance

	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	8,724	,763		11,435	,000
X1	,258	,029	,260	9,027	,000
X2	,236	,019	,237	12,574	,000
X3	,534	,026	,548	20,500	,000

a. Dependent Variable: Y

Based on the table above, the structural equation 1:
$$Y = 0,26X1 + 0,237X2 + 0,548X3 + 0,077\varepsilon 2.$$

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	392,353	3	130,784	3077,183	,000b
Residual	2,380	56	,043		
Total	394,733	59			

a. Dependent Variable: Y
b. Predictors: (Constant), X3, X2, X1

Matrix Result

Variable	Path Coefficient	Influence			R2	F
		Direct	Indirect	Total		
X1	0,825	0,825	0,4521	1,373	-	-
X2	0,114	0,114	0.06247	0,662	-	-
X3	0,548	0,548	-	-	-	-
Y	-	-	-	-	-	-
ε1	0,388	-	-	-	-	-
ε2	0,077	-	-	-	-	-
X1,X2,X3	-	-	-	-	0,849	160,339
X1,X2,X3,Y	-	-	-	-	0,994	3077,83

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Conclusions and Recommendations

Conclusion

The training variables, career and motivation simultaneously influence employee performance. The calculated F value is 3077,183 with a significance of 0.00. The value of r squared is 99.4%, which means that training, career and motivation variables affect performance by 99.4% while the rest are influenced by other variables not included in the equation model.

The training variables partially influence employee performance. T value is 9,027. Significance value of 0.00. This significance value is smaller than 0.05. The value of r squared is 0.260. This means that the effect of training variables on performance is 26% and the rest is influenced by other variables which are not included in the equation model.

Career variables partially influence employee performance. T value is 12,574. Significance value of 0.00. This significance value is smaller than 0.05. The value of r squared is 0.237. This means that the effect of training variables on performance is 23.7% and the rest is influenced by other variables not included in the equation model.

Motivational variables partially influence employee performance. T value of 20,500. Significance value of 0.00. This significance value is smaller than 0.05. The value of r squared is 0.548. This means that the effect of training variables on performance is 54.8% and the rest is influenced by other variables which are not included in the equation model.

The effect of training on employee performance is 0.388. The effect of training on performance through motivation is $0.825 \times 0.548 = 0.452$. In this case the indirect effect is smaller than the direct effect so that it cannot be said that the motivation variable is an intervening variable.

Career influence on employee performance is 0.237. The effect of training on performance through motivation is $0.114 \times 0.548 = 0.062$. In this case the indirect effect is smaller than the direct effect so that it cannot be said that the motivation variable is an intervening variable.

Recommendations

Employee organization performance needs to be improved by improving employee training, career and motivation in the job. Improvement of training can be done by evaluating all educational opportunities tailored to work competency needs, while encouraging employees to take part in the training to increase office capacity so that creativity in solving problems can improve employee competency in performance.

Organizations also pay attention to employee careers by providing opportunities for personnel who have fulfilled their capacity to occupy these positions with healthy opportunities and similar norms.

In improving employee performance also pay attention to employee motivation. Employees also need to pay attention to the needs of employees and their environment and pay attention to employees in facing organizational conditions.

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